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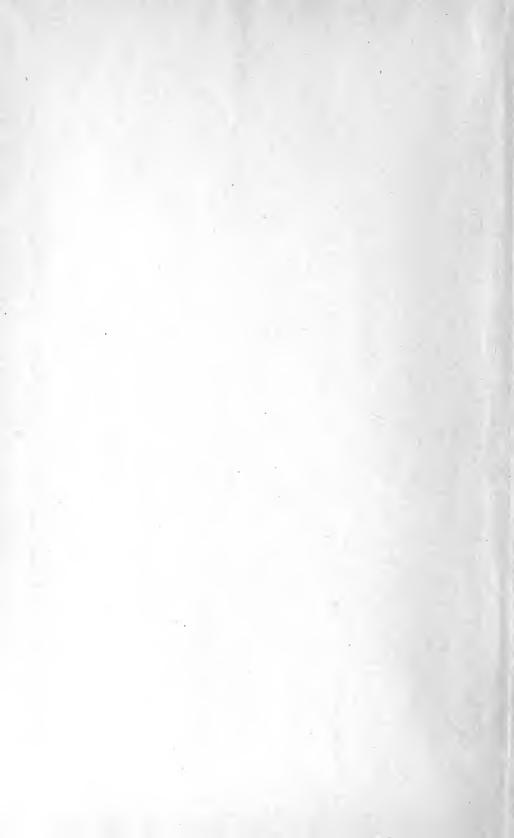
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# NATIONAL EDUCATIONAL ASSOCIATION

# REPORT OF THE COMMITTEE

# les, Tenure, and Pensions

Public School Teachers in the United States

July, 1905

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# Report of the Committee

ON

Salaries, Tenure, and Pensions of Public School
Teachers in the United States

TO THE

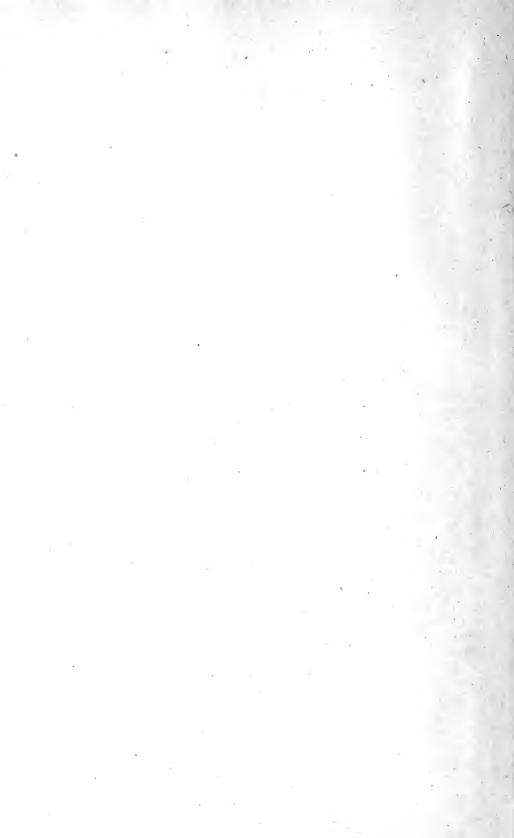
National Council of Education July, 1905

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### REPORT OF COMMITTEE ON SALARIES, TENURE OF OFFICE, AND PENSION PROVISIONS OF TEACHERS

MARCH 7, 1905.

To the Council of the National Educational Association:

At the meeting of your body, held July 8, 1903, the undersigned were appointed a committee to inquire into and report upon the Salaries, Tenure of Office, and Pension Provisions of Teachers in the Public Schools of the United States. The members of the committee were notified of this action by the Secretary of the association, in a communication dated September 24, 1903.

The committee met in the city of Washington, December 11, 1903, and completed its organization by the choice of Miss Anna Tolman Smith as secretary.

The committee assumed that it was the purpose of the Council to secure a collection of facts relative to salaries, tenure, and pensions of public school teachers which would be useful in various sections of the country in securing an adequate compensation for services where low salaries prevailed, and in furnishing information relative to the other matters designated in the authorization; that the Council intended to publish the facts for use wherever needed, and that it recognized that it would be impossible for the committee to make recommendations without specifying localities, a proceeding which would result in recommendations so complicated as in a measure perhaps to defeat the purposes of the investigation.

It was the opinion of the committee that the material which would necessarily be collected by a comprehensive investigation would be so extensive and varied as to require for its final classification and effective presentation the services of expert statisticians. To meet the purposes of the Council, therefore, the committee authorized the chairman to select and appoint a competent preson to take active charge of the whole work, and in accordance with this action. Mr. Charles H. Verrill, an expert statistician, was chosen and his choice approved.

A subcommittee was appointed to draft a schedule of inquiries relative to salaries, and another to make an investigation concerning teachers' pensions. In regard to the tenure of office, it was decided that ample material for information on this subject had already been accumulated by the United States Bureau of Education and could be placed at the disposal of the committee.

The general plan of the investigation is given in the introduction. In accordance with this general plan, the committee entered upon its active work

immediately after its organization, making a preliminary report at the meeting of the National Council at St. Louis, in July 1904. The final report of the committee is herewith submitted.

The introduction gives information in general relating to the scope of the inquiries and the measure of success accompanying them, and other explanatory facts necessary for a comprehension of the nature of the work and the report.

As is pointed out, a report of this character is not susceptible of satisfactory summarization. Its value lies in its fulness and correctness of detail suitable for any comparison of city with city which it is desired to make. The salaries of teachers in any given city must be studied in comparison with those of cities where conditions as to organization and cost of living are fully understood, and where all differences may thus be taken into consideration. This precludes any specific recommendations by the committee based upon the data it has collected.

In connection with this report on the salaries of teachers it should be observed that the salaried employee is always at a disadvantage in periods of prosperity and high prices, as salaries are much slower to advance than prices or wages. The salaried employee with a stationary income must not only pay the higher prices, but he almost of necessity follows his neighbor, more fortunate in an increased income from the prosperous times, in an includence in larger expenditures. Salaried employees must live according to the standard of those around them, and this is especially true of teachers. All their social life is in the public view, and the public has a peculiar interest in the maintenance of their social position. This condition again precludes any specific recommendations, as environment in different localities must be considered. So any recommendation of a general character might have no application in particular localities, altho the facts presented might be of the utmost importance and have great influence in securing an equitable readjustment of compensation.

One of the most striking developments of recent years in connection with city schools is in the exacting nature of the requirements for teachers. Such requirements are becoming more and more severe. The idea that any high-school graduate can teach school has quite generally been succeeded by the conviction that no person, however well educated generally, can properly teach without special preparation for that duty. The higher standards which are being insisted upon for the teachers must lead logically to better compensation. The inadequacy of the salaries in some of the cities, as shown by this report, after the training that is necessary to secure the positions, has been used successfully as an argument for their increase, and in some cities it has been admitted where financial reasons have stood in the way of granting an advance.

The data collected, classified and presented herewith will, it is hoped, help in different localities to secure salaries adequate to meet the new require-

ments, or they will at least furnish arguments for compensating teachers according to the requirements demanded.

The committee desires to express its gratitude to and approval of the services of Mr. Charles H. Verrill and his associates in carrying out its directions.

The report is more voluminous than it was expected it would be, but when it is known that the facts collected relating to salaries represent 85 per cent. of the cities and towns of 8,000 or more inhabitants, and a vast deal of information from typical towns of less than 8,000, and from representative rural districts, the size of the report must be considered as within reason, and necessary for the proper presentation of the facts collected.

CARROLL D. WRIGHT, Chairman.
Anna Tolman Smith, Secretary.
E. G. Cooley.
CATHARINE GOGGIN.
FRANKLIN H. GIDDINGS.
R. H. HALSEY.
WILLIAM MCANDREW.

#### INTRODUCTION

The subjects of study which the investigations of the Committee on Salaries, Tenure, and Pensions of Teachers were planned to cover were the following:

- 1. Actual salaries paid in all cities and towns of 8,000 population or over.
- 2. Fixed salary schedules in cities and towns of 8,000 population or over, wherever such schedules have been adopted. These schedules are given in comparison with actual salaries as shown by the payrolls.
  - 3. Salaries in typical towns of less than 8,000 population.
  - 4. Salaries in typical ungraded rural schools.
- 5. The nature of the fund or appropriation from which teachers' salaries are paid (i. e., whether a special salary fund, not subject to diminution from the fluctuation of other expenditures, or drawn from a general educational fund).
  - 6. Earnings in teaching and in other occupations.
  - 7. Purchasing power of salaries in different localities.
  - 8. Tenure of office of teachers.
  - 9. Pensions of teachers.

The investigation of salaries being the basis of the whole inquiry and the most complicated part of it, the efforts of the committee were especially directed toward securing as complete salary data as possible. In this portion of the investigation the results of the requests of the committee for data for its report were extremely satisfactory.

The inquiries relating to cities and towns of 8,000 or more inhabitants called upon the city superintendents or other officials for the complete salary list of teachers and supervising officers at some recent date, the fixed salary schedule governing salary rates (if such schedule had been adopted), and the

other facts in regard to tenure of position and pensions. The superintendents have for the most part co-operated heartily in the work, and the thanks of the committee are due them for valuable aid.

In answer to the inquiries, out of 547 cities and towns of 8,000 or more inhabitants, 467, or 85 per cent., representing 92,892 teachers, responded with practically full statements as to the salaries of teachers. In addition to this, reports giving salaries of a part of the teachers were secured from 25 other cities or nearly 5 per cent., while from 55 cities (only 10 per cent. of the whole) it was not possible to secure data, although application was repeatedly made.

The data sought from typical towns of less than 8,000 inhabitants were similar to those sought from the cities and towns of 8,000 or over. Each state superintendent of schools was asked to secure the data from three typical towns of less than 8,000 inhabitants, one of which required the minimum expenditure for cost of living, one a medium expenditure, and one a maximum expenditure.

With regard to salaries in rural schools, each state superintendent was asked to secure for the committee data from twenty-four ungraded rural schools in his jurisdiction, eight to represent the lowest, eight the medium, and eight the highest yearly salaries paid to teachers of rural schools.

As this information in regard to salaries in typical towns and in rural schools had to be gathered in most cases by the state superintendent by correspondence, not as large a per cent. of the data sought for was obtained as in the case of the cities. However, satisfactory reports covering both these classes of schools were received from a little more than half the states, and with some supplementary statistics which are included in this report every part of the country would seem to be fairly well represented.

It will be of some interest in this connection to consider the field of these three classes of schools. Some general idea of their relative importance may be gained from the statistics of population.

The cities and towns of 8,000 inhabitants or over, according to the census of 1900, numbered 547, and included a population of nearly twenty-five millions, or 33.1 per cent. of the total population of the United States. The Census Bureau estimates of 1903 covering the 438 cities and towns of 10,000 or over showed an increase over 1900 in those cities and towns of 1,759,620, or 7.3 per cent.

The population dependent upon the ungraded rural school can not be accurately stated. The number of farm families is perhaps some indication of the number of those having access to ungraded rural schools only, though certainly some of those living on farms do have access to graded schools. And this is especially true since the spread of the consolidation plan and the transportation of pupils in country districts.

On the other hand, it is certain that for some portion of the population not living on farms nothing better than the ungraded rural school is available. For example, only 39.8 per cent. of the families of Wisconsin were reported by

the Census Bureau as farm families, yet according to a report of a committee of the Wisconsin Teachers' Association, "over 50 per cent. of the pupils of the state are enrolled in the ungraded schools, and fully 10 per cent. more in the two-department graded schools, which, so far as the quality and quantity of the instruction is concerned, are little, if any, better than the ordinary rural schools." In Texas only 58 per cent. of the families in the state were reported as farm families by the Census Office, but according to the report of the state Board of Education for 1902, 89 per cent. of the pupils enrolled in the schools of the state were in ungraded schools, not, however, all rural.

The number of families living on farms in 1900, according to the Census Bureau, was 5,698,901, or 35.2 per cent. of all families in the United States. The relative importance of the farm population in the various states is given in the following table as some indication of the importance of the country school in each state:

PERCENTAGE OF FAMILIES LIVING ON FARMS IN THE UNITED STATES IN 1900 BY STATES

	Per cent of		Per cent of
	Families		Families
State	Living on	State	Living on
	Farms		Farms
NORTH ATLANTIC STATES		NORTH CENTRAL STATES	
Maine	35.0	Ohio	20.7
New Hampshire		Indiana	38.7
Vermont		Illinois	25.3
Massachusetts	5.0	Michigan	25.3 36.0
Rhode Island	6.0	Wisconsin	
Connecticut	13.1	Minnesota	39.8
New York		Iowa	44.5
New Jersey		Missouri	46.5
Dannaulyania	0.5	Massoull	43.2
Pennsylvania	17.1	North Dakota	68.2
**   Tatal	- (	South Dakota	62.2
Total	14.6	Nebraska	52.9
C A C		Kansas	51.9
SOUTH ATLANTIC STATES		m . 1	
Delaware	24.5	Total	38.2
Maryland			
District of Columbia			
Virginia	46.8	Western States	
West Virginia	50.8	Montana	24.9
North Carolina		Wyoming	29.5
South Carolina		Colorado	10.4
Georgia		New Mexico	28.3
Florida	35.0	Arizona	24.7
		Utah	34.8
Total	45.7	Nevada	10.3
		Idaho	45.8
SOUTH CENTRAL STATES		Washington	30.0
Kentucky	53.7	Oregon	30.6
Tennessee		California	20.8
Alabama	58.0		
Mississippi	60.3	Total	26.3
Louisiana	40.I		
Texas		The United States	35.2
Indian Territory	62.1	zao omioa states	33.2
Oklahoma	72.6		
Arkansas			
Total	57.9		
	37.9		

As will be seen from the above table, the per cent. of the families living on farms varies widely, Massachusetts having only 5.9 per cent., while Oklahoma has 72.6 per cent.

Accepting the foregoing figures as indicative, there remains somewhat less than one-third of the population living in cities, towns, or villages of less than 8,000 and having access to the graded and ungraded schools of such places.

This included, in 1900, 612 places of from 4,000 to 8,000 inhabitants, 604 places of from 2,500 to 4,000, 2,130 places of from 1,000 to 2,500, and 6,819 incorporated places of less than 1,000, besides a considerable number of unincorporated places up to 4,000.

In the pages which follow the subjects of the investigation are taken up in order, as already enumerated.

# SALARIES OF TEACHERS IN CITIES AND TOWNS OF 8,000 POPULATION OR OVER

First in importance of the subjects taken up for investigation by the committee was that of salaries of teachers in cities and towns of 8,000 population or over. As has been stated already such cities and towns in the United States number 547 and employ nearly 100,000 teachers. From 492 of these, or 90 per cent., salary data more or less complete were secured, and for 467, or 85.4 per cent., complete reports were received. So far as teachers are concerned, the data were even more nearly complete than these figures would indicate, for the cities from which no information could be secured were for the most part small. The distribution by size of city, both of those from which reports were secured and of those from which no information is at hand, may be seen in the following table:

CITIES AND TOWNS IN THE UNITED STATES OF 8,000 POPULATION OR OVER FROM WHICH SALARY REPORTS WERE OBTAINED, CLASSIFIED BY POPULATION

Cities with a Population of—	Cities Fur- nishing Full Reports	Cities Fur- nishing Par- tial Reports	Cities Fur- nishing no Reports	Total Cities
1,000,000 Or Over	3			3
200,000 to 1,000,000	16			16
100,000 to 200,000	20			20
50,000 to 100,000	38 58	4	I	43
30,000 to 50,000	58	4	3	43 65 85 70
20,000 to 30,000	74	3	8	85
15,000 to 20,000		2	8	70
10,000 to 15,000		4	22	136
8,000 to 10,000	88 ,	8	13	109
Total	467	25	55	547

The cities from which only partial reports could be obtained and those from which no reports could be obtained are shown in the two lists following:

## CITIES FROM WHICH ONLY PARTIAL REPORTS IN REGARD TO SALARIES OF TEACHERS COULD BE OBTAINED

ALABAMA.—Mobile.
ARKANSAS.—Little Rock.
CONNECTICUT.—Danbury, Hartford, Stonington.
GEORGIA.—Brunswick.
ILLINOIS.—Kewanee.
INDIANA.—Vincennes.
IOWA.—Council Bluffs, Des Moines.
KENTUCKY.—Lexington.
LOUISIANA.—Baton Rouge.

MICHIGAN.-Flint.

MINNESOTA.—St. Cloud.
MISSISSIPPI.—Meridian.
MONTANA.—Anaconda.
NEW HAMPSHIRE.—Berlin.
NEW JERSEY.—Orange.
NEW YORK.—Binghamton.
OHIO.—Middletown.
PENNSYLVANIA.—Steelton.
SOUTH CAROLINA.—Charleston.
TEXAS.—Dallas, Houston, Paris,

#### CITIES FROM WHICH NO REPORTS IN REGARD TO SALARIES OF TEACHERS COULD BE OBTAINED

CONNECTICUT. - Manchester, Norwich.

FLORIDA.-Pensacola, Tampa

GEORGIA.-Macon.

ILLINOIS.-Moline, Pekin, Quincy.

Indiana.—Elwood Jeffersonville, South Bend.

Kentucky.—Newport.

MAINE. - Augusta, Diddeford, Portland.

MARYLAND.—Cumberland, Hagerstown.

MICHIGAN.-Alpena, Ishpeming.

MINNESOTA.—Stillwater.

MISSISSIPPI.-Vicksburg.

MISSOURI.-Jefferson City.

NEW JERSEY.-Hackensack, Millville.

NEW YORK .- Glens Falls, Mt. Vernon.

NORTH CAROLINA.—Charlotte, Raleigh, Wilmington, Winston.

NORTH DAKOTA.-Fargo.

Оню.—Bellaire, Findlay, Lancaster, Piqua. Springfield.

PENNSYLVANIA.-Dunmore, Nanticoke, Pittston, South Bethlehem.

RHODE ISLAND.-Lincoln.

SOUTH CAROLINA.-Greenville.

SOUTH DAKOTA. - Sioux Falls.

TENNESSEE.—Clarksville, Jackson.

Texas.-Denison, Palestine.

VIRGINIA.—Alexandria, Lynchburg, Manchester. Petersburg.

WISCONSIN.-Kenosha, Merrill, Stevens Point.

WYOMING.—Laramie.

The salaries reported from all these cities have been tabulated and the tabulations are presented in the following pages. The salary data relating to the more important classes of teachers, namely, superintendents, principals and teachers in high schools, principals and teachers in elementary schools, and supervisors and teachers in kindergartens, are shown in detail in a series of four general tables. In these tables the cities are arranged according to size as regards population, running from the largest to the smallest. The titles of these four general tables are as follows:

Table I.—Number and minimum, maximum, and average yearly salaries of principals and teachers in high and elementary schools and kindergartens.

Table II.—Classified yearly salaries of teachers (not including principals) in high schools.

Table III.—Classified yearly salaries of principals of elementary schools.

Table IV.—Classified yearly salaries of teachers (not including principals) in elementary schools.

In connection with Table I, the population, the total number of teachers and supervising officers, and the salary of the superintendent are given for each city. The titles of the other tables fully describe their contents. It will be noticed that while in Table I the minimum and maximum and the average of all salaries are given for each class of teachers, in Tables II, III, and IV the number of teachers receiving each salary rate is shown, the salaries being classified in \$50 and \$100 groups. The number of teachers in receipt of each rate in each city can thus be seen and the percentages can easily be calculated. In the averages of course due weight is given to all salaries, the exceptionally high, the exceptionally low, and the medium. In many cities a large percentage of the teachers receive salaries much below the average and these facts, shown in Tables II, III, and IV, will be studied by many with greater interest than the averages, for it is in these groups that the great number of inadequately paid teachers are found.

With regard to the whole tabulation some explanation of method seems desirable.

Thruout this series of tables the salaries have been presented for high

and elementary schools and kindergartens and for principals and teachers therein separately. Male and female teachers are also in all cases shown separately as well as in combination.

The purpose of the tabulation is to show the rate of pay in the various cities for like service, so far as possible. An average for teachers of all kinds, either of both sexes or for males and females separately, has not been made because it would represent work not sufficiently well defined. It would include, in the case of males, for example, the superintendent at the one end of the scale and the grade teacher, with a salary perhaps as low as \$350, at the other end. In the case of women teachers the extremes of pay and of responsibility would not be so far apart, but would still be very widely different. Furthermore, such an average would be made up of quite different elements in the various cities. For example, in Boston we should find that 10.5 per cent. of the total number of teachers were employed in high schools and that the salaries for all high school teachers (including principals) were 90.6 per cent. above those for teachers (and principals) in elementary schools. In St. Louis and Baltimore, on the other hand, cities of almost exactly the same size, the percentages of teachers in high schools were respectively 6 and 6.1. If cities within the same state are compared similar differences will be found to exist.

In the series of tables showing salaries of teachers and principals in high and elementary schools, principals and teachers have been presented separately. The principals of high schools are a distinct class, receiving a salary usually much higher than even the maximum paid the teachers under them, and for a work quite different—the work of supervision. Even in the smaller city, where the principal is engaged in teaching as well as supervision, the difference in salary is still large, though it is not so great as in the large city. In the 16 cities of the country having a population of 200,000 but less than 1,000,000, it was found that the average salary of principals of high schools was \$2,685, while that of the teachers was only \$1,230. The average for the two classes combined was \$1,287. In the 57 cities of from 15,000 to 20,000 population having principals of high schools and reporting the salary, the average salary was \$1,464, while that of the teachers was but \$803. The average for the two classes combined was \$874. It will thus be seen that to present the average for the two classes as representing teachers (including principals) in high schools would be to represent both classes unfairly. Moreover a very important point would be covered up. In the cities just referred to it is noticed that the number of teachers to each principal varied widely. In Pittsburg, for example, there is but one principal to 64 teachers, while in Milwaukee 61 teachers are supervised by 4 principals.

Supplementary to the separate averages for salaries of principals and teachers, figures for the two combined are of value. It is a fair question whether some of the differences in salaries in the various cities may not be due in part to differences of organization—whether a lower salary paid to the teacher may not be from better supervision and therefore less responsibility on the part of

the teacher. This question could be satisfactorily answered, of course, only after a careful personal study of the system in each city. Some light, however, might be thrown upon the subject by an examination of the number of principals and teachers in each case.

As to the principals and teachers in elementary schools the case is much more complex. In several of the large cities a principal (sometimes called a supervising principal, a district principal, a group principal, or merely a principal) has charge of a group of schools in a district, and an assistant or vice principal has charge of each building so far as discipline is concerned, but with no supervisory duties in regard to instruction. In other cities assistant superintendents may perform duties like the supervising principals above and in many cities the principal has exactly the duties and responsibilities of the vice principals just referred to. In Washington, for example, principals of elementary schools teach a class and have nothing to do with the supervision of the instruction of other teachers. Not infrequently, and usually in the smaller cities, teachers in one of the higher grades serve also as principals, and the salaries of principals of the smaller buildings are less than the maximum paid The line between teachers and principal is not always distinct. When we undertake a comparison of city with city, we find, just as in the case of high schools, that differences in methods of organization and supervision may require twice as many principals in one city as in another with the same number of teachers.

In spite of these difficulties, it has seemed that a better definite idea of salaries paid teachers and principals would be had if the two classes were presented separately, and this has been done in Table I. To make possible comparisons of salaries of principals and teachers combined, the necessary averages have also been computed and are presented in a special text table.

Teachers in elementary schools, as used in the tabulations, include in general only regular teachers in day schools. But there are quite a number of cities where positions below that of principal and above that of regular teacher have been created with special titles and responsibilities and with salaries at least somewhat above those of regular teachers. Such positions are variously designated as vice or assistant principals, head teachers, first assistants, heads of departments, masters (headmaster being the principal), submasters, etc. All such have been tabulated as teachers, but if the salary was above the maximum paid to regular teachers, note was made of the fact with the average salaries, so that separation may be made by any one desiring it.

In a few cities, also, teachers of German employed regularly in the elementary schools and paid practically the same rates as other elementary teachers are included with elementary teachers, note being made of the fact. Among such cities are Cincinnati, Milwaukee, Buffalo, and Indianapolis.

Cadet or pupil teachers have not been included with regular elementary teachers in the tabulations. Substitutes, unless on an annual salary equal to the minimum for regular teachers, have also been omitted, as have teachers on leave of absence, found in a few cities only.

Teachers in kindergartens are not included with elementary teachers, unless so noted, and in no case has such combination been made except where so reported and separation could not be made. Teachers in kindergartens, it will be seen, are usually paid on a lower schedule than regular grade teachers.

Teachers in evening schools are not included in the statement for elementary schools, nor are teachers in special schools, such as schools for the deaf and dumb, schools for the blind, schools for truants, schools for backward children, etc.

Supervisors and teachers of special branches are not included in the general tables, but are shown separately further along in this report.

Thruout these tables all salaries are given by the year. It makes a comparison, to be sure, of the yearly salaries of teachers regardless of the weeks of actual work the teacher may do, although it is not to be supposed that the teacher can expect the same yearly compensation regardless of whether the school year is 30 weeks or 40 weeks. But the teacher, it must not be forgotten, teaches to secure a living for twelve months. If the sum paid for the work of teaching is not sufficient for a year's support, and especially if the vacation is long, the teacher must seek out other means of gaining a livelihood. Such employment is sure to be at the expense of the school work. It inevitably divides the interest of the teacher in the work of the school, or the teacher is called away from the work entirely, and a new teacher with each new year or oftener is the result.

The school authorities can unquestionably hire teachers at very low rates by the month, and pay for only the number of months desired, but such a policy, whether in city or country schools, is a sacrifice, not of the interests of the teachers primarily, but of those of the pupils. Experience in a teacher adds as greatly to the value of the services rendered as in any skilled occupation, for in spite of some salary statistics here shown which might be looked upon as evidence to the contrary, teaching must be regarded as a skilled occupation. If the teacher with his experience is to be retained in the profession he must receive a sufficient remuneration for the necessary expenses of a living, not for eight or nine months, but for the entire year.

In the cities from which the salary reports were secured the weeks of school in the school year varied but little, if a few cases be excepted. Thus, out of 449 cities reporting in regard to the matter, only 12 cities, or less than 3 per cent. reported a school year shorter than 36 weeks, while 172 or 38.3 per cent. had 40 weeks and 137 or 30.5 per cent. had 36 weeks. In 6 cities the school year was 37 weeks, in 86 cities 38 weeks, and in 28 cities 39 weeks. In 8 cities a year longer even than 40 weeks was reported.

In a study of the salaries of teachers two bases for comparison suggest themselves, neither of which is entirely satisfactory. A comparison for cities according to size will bring together the city with a high cost of living and that with a low cost of living. A comparison according to location will bring together cities differing much in size and with a wide variation also in cost of living. Some of the smaller cities near by the great cities of the country, notably those

close to New York, Philadelphia, and Boston, pay salaries much higher than cities of the same size in other parts of the same state. Therefore, while the comparison most naturally thought of is one between cities of approximately the same size, consideration should also be given, in a general way at least, to the matter of living conditions in the cities compared. Satisfactory comparisons, then, can only be made city by city, and with some general knowledge of conditions in the cities to be compared.

As has already been stated, the cities are arranged in the general tables in the order of size as regards population running from largest to smallest. For purposes of study the cities have been divided into nine groups according to population, and summary tables made showing totals and averages for each group. These groups and the number of cities in each group have already been given. This grouping, it is realized, is purely arbitrary, as a city of 19,000 population might just as properly be compared with one of 20,000 as a city of 21,000 could be. But for any study by summaries some such grouping appears necessary, and the one used here seems entirely fair.

The number of cities covered by the summary tables which follow is 467, the number of those from which full reports as to salaries were received. In Tables I to IV, where salaries are shown more in detail, those cities from which partial reports were received are also included.

The summary tables which have been made number seven, and are as follows:

The first (Table A) summarizes for each group of cities the facts shown more in detail in Table I.

The second and third (Tables B and C) summarize Table II and show, respectively, for each group of cities and the United States the number and per cent. of high-school teachers (not including principals) in each salary group.

The fourth and fifth (Tables D and E) summarize Table III and show, respectively, for each group of cities and the United States the number and per cent. of principals of elementary schools in each salary group.

The sixth and seventh (Tables F and G) summarize Table IV and in like manner show, respectively, for each group of cities and the United States the number and per cent. of teachers (not including principals) of elementary schools in each salary group.

An examination of the first of the following summary tables (Table A) shows that the total number of teachers and supervising officers in the 467 cities and towns furnishing full reports in regard to the salaries of the principal classes of teachers was 92,892. Of this number 70,230 or 75.6 per cent. were teachers (not including principals) in elementary schools, and all except 1,500 of the latter number were women. That is to say, the women teachers in elementary schools constitute 74 per cent. of the entire number of persons employed either as teachers or in supervisory positions in connection with the schools of these 467 cities. High-school teachers (not including principals) make up 8,023 or 8.6 per cent. of the whole number and principals of elementary schools 6,213 or 6.7 per cent.

TABLE A.-NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED, IN HIGH AND FIRMFNTARY SCHOOLS BY GROUPS OF CITIES

TABLE B.—NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

Sign   Sign				Z	NUMBER	OF	Нюн Sc	SCHOOL	TEACHERS	RS (Nor	T INC	INCLUDING		PRINCIPALS)		RECEIVING	A YEARLY		SALARY	0F—			T. C. F. C.	
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$			\$500 or under \$550	\$550 or or under							ooc strain occur	or o	der un	roo \$1. der un 200 \$1.	200 \$13 or der uno 300 \$12	300 \$12	r or sister and soo \$15.00	00 \$16 00 \$17	00 \$17 ler unc 00 \$18	00 \$180 or er unde	\$1900 or under		010	Average Yearly Salary
1	,000,000 or over	::	::	: #	. 2	. 8	: 6	: 1	27	: 10	ω <sub>1</sub> Ω	12	63	582	7843	13		26	35					\$1,886
1	Total (3 cities)	:	:	11	61	3	6	7	28	25	8	81	2		121	52	ļ	100	67			l		1,615
	100,000 to 1,000,000 M	9	2 2	:∞	181	22 8	32	9 84	17	32	21 126		99		100	36	19 47	52	39					1,489
W. W	Total (16 cities)	7	7	∞	32	33	39	54	62	45	147		270	<u> </u>	231	55	99	187	94			12	1	1
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	100,000 to 200,000 M	0 0	7	I	31	2 2	4 4	36	20	5 42	17 104		59	47	73	257		37	4					1,229
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (20 cities)	II	∞	11	34	27	58	44	75	26	121	]	691		147	32	34	94	181		9	0,	1 "	1,044
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	50,000 to 100,000 M	: H	31	: H		212	8 42	60	21	120	103	15	87	67 0	30 00	20	16 1	24 I	9:			,		1,185
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (38 cities)	ı	32	Н	19	24	62	65	8	31	120		146	38	%	34	17	25	9	II	1 8	Ï		186
14         24         28         58         51         103         57         115         59         78         36         31         25         11         12         1	30,000 to 50,000 $_{ m F}$	12	23	018	54	49	22 81	16	89	12	26	15	37	7.4	21 4	Ι:	15	o :	m :					1,019
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (58 cities)	14	24	28	58	51	103	57	115	59	78	36	84	31	25		15	   A	3	H		3,		850
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	20,000 to 30,000 F	2 2 I	10	0 0	12 86	91	25	11	38	27	19	<b>80</b> 0	36	8	25 II	4 F	٠.	4:	H :		· ·	-/:		
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (74 cities)	23	30	24	86	113	121	89	oii	36	47	171	52 	29	36	120	N	4			3.	"		798
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	:5,000 to 20,000 F	12	20	6.4	20.3	21	15	9	32	15	31	2 11	7 0	8	15	9:	٥:	4 :	8 н					934
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (60 cities)	13	31	27	32	65	57	20	47	   61	45	13	27	8	27	9	100	4	<u>س</u>	9	.		490	803
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	o,000 to 15,000 $\cdots$	36	54	45	105	78	21	30	38	40	4 <sub>1</sub>	73	270	6	2 2	н:	н:	4 :	н :					856
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (110 cities)	37	57	54	123	94	109	51	57	유	22	[ ] 유	36	   압	10		H	4		-		:	a694	709
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	:	51	94	588	20	15	18 45	13	16	ε 4	80	::	13	вн	::	::	<b>+</b> :	::	::					740
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	Total (88 cities)	51	52	69	7.1	69	63	32	41	7	12	   :	23	4	:	<u> </u>   :	H	<u> </u>   :		:		:	495	650
157         231         233         469         479         621         428         615         265         219         879         396         683         196         206         350         193         92         160         126         418         48,016		148	214	36	395	393	120	89	173	56	143							88	98					1,303
	Total (467 cities)	157	231	233	469	479	621	428	615		00		[	1		1			93				as	1,046

TABLE C.—PER CENT. OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY.

BY GROUPS OF CITIES

				Per C	CENT. OF	оғ Нісн	г Ѕсно	SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	ACHER	; (No1	INCL	JDING	PRINC	IPALS)	RECEIVING	VING A	YEARLY	LY SAL	SALARY OF	١			
CITIES WITH POPULATION OF—	Un- der \$500	\$500 or under u	\$550 or under \$600	\$600 or under \$650		\$700 or or under u	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 Son ander under use \$1000	\$1000 Sor or under	\$1100 or under \$1200	\$1000 \$1100 \$1200 \$1300 or or or or under under under under \$1100 \$1200 \$1300 \$1400	\$1300 or under \$1400	\$1400 or under \$1500	\$1500 or under	or or 111 \$1700	\$1700 or under \$1800	\$1800 or under \$1900	\$rgoo or under \$2000	\$2000 or over	Total
I,000,000 or over	::	::	1.67	. 30	0.46	1.37	1.06	0.18	0.76	0.54	1.09	1.27	2.17 8.82	7.78	2.35	4.34 6.23	9.58	5.79	4.52 3.04	9.58	9.04	41.77	5.02 100.00
Total (3 cities)	:	:	16.	11.	.25	.74	.58	2.31	.41	99.	1.49	5.78	5.78	9.99	4.29	5.37	14.78	5.53	3.72	6.19	9.25	21.80	100.00
200,000 to 1,000,000M	0.16	0.32	.86	2.25 I.94	1.29	3.46	5.18	2.74	3.46	3.38	3.46	10.63	5.15	16.10	5.80	3.06	8.37 2.81	6.28	2.09	5.96	1.61	19.65	100.00 100.00
Total (16 cities)	. 45	.45	.52	2.07	2.13	2.52	3.49	4.01	2.72	9.50	2.65	17.45	5.30	14.93	3.56	4.27	5.04	6.08	1.16	2.97	.78	7.95	100.00
100,000 to 200,000 M	.51	.25 I.03	1.48	4.58	3.25	1.01	5.32	5.05	7.98	4.29	2.27 1.77	14.90	9.60	18.44 10.93	6.31	6.31	9.34 I.33	3.54	3.28	5.56	.25	2.02	100.00 100.00
Total (20 cities)	1.02	.75	1.02	3.17	2.52	5.41	4.10	6.99	5.22	11.28	1.96	15.75	10.44	13.70	2.98	3.17	4.29	1.67	1.21	2.42	60.	.84	100.00
50,000 to 100,000 ${ m F}$	81.	5.56	.18	3.40	3.76	2.52	1.57	6.61 IO.57	3.77	5.35	8.60	18.55 15.59	9.12	15.72	6.29	5.03	7.55	1.89	3.46	2.52	.31	3.77	100.00
Total (38 cities)	II.	3.65	.11	2.17	2.74	7.08	7.42	9.13	3.54	13.70	7.19	16.67	4.34	9.13	3.88	1.94	2.86	.69	1.26	16.	H.	1.37	100.00
30,000 to 50,000	2.21	4.24	3.73	1.49 9.96	9.04	8.21 14.95	5.97	9.70	4.48 8.67	9.70	3.88	13.81 8.67	10.07	7.84	4.10	5.60	3.73	1.12	.37	.75	::	1.86	I00.00 I00.00
Total (58 cities)	1.73	2.96	3.46	7.16	6.30	12.71	7.04	14.20	7.28	9.63	4.44	10.37	3.83	3.09	1.36	1.85	1.23	.37	.12	.25	:	.62	100.00
20,000 to 30,000	3.73	3.37	3.91	4.67	6.23	9.73	4.28	14.79 12.70	3.50	3.37	3.11	3.20	8.17	9.72 1.95	1.56	1.94	1.56	.39	.39	1.17	::	1.94	100.00
Total (74 cities)	2.81	2.44	2.93	11.95	13.78	14.76	8.29	13.41	4.39	5.73	2.07	6.58	3.54	4.39	19.	19.	.49	.12	.12	.37	:	.61	100.00
15,000 to 20,000 $\widetilde{\mathrm{F}}$	3.55	8.58	1.97 7.10	1.97 8.58	13.81 13.02	9.87	5.92 12.13	9.87	2.63	9.21	1.32 3.25	13.16	7.89	9.87	3.94	1.32	2.63	1.32	1.32	::	::	::	100.00 100.00
Total (60 cities)	2.65	6.33	5.51	6.53	13.27	11.64	10.20	9.50	3.88	9.18	2.65	5.51	4.08	5.51	1.22	.41	.82	19.	14.	:	:	.	100.00
10,000 to 15,000	.53 7.10	1.61 10.65	4.81 8.87	9.63	8.56 15.38	11.23	II 23 5.92	10.16	2.14	7.49	1.61	14.44 1.78	4.81	7.49	.53	.53	2.14	.53	.53	::	::	::	100.00 100.00
Total (110 cities)	5.33	8.21	7.78	17.73	13.55	15.71	7.35	8.21	1.44	3.17	I.44	5.19	1.44	2.31	.14	. I4	.58	41.	.14	:	:	:	100.00
8,000 to 10,000 F	13.67	4.92	9.02	16.39	12.29	14.75	5.10	13.11	2.46	2.46	::	10.66 2.68	2.46		::	.82	::	::	::	: :	::	::	100.00
Total (88 cities)	10.31	10.51	13.94	14.34	13.94	12.73	6.46	8.28	1.41	2.42	:	4.65	.81	:	:	. 20	:	:	:	:			100.00
All citiesF	2.88	4.16	3.83	7.68	2.99	4.18 9.74	3.10	8.60	1.95	8.89	2.33	11.27	3.97	11.86	1.56	3.76	6.54 3.15	3.41	2.33	4.35	2.16	13.33	100.00
Total (467 cities)	1.96	2.88	2.91	5.85	5.97	7.75	5.34	7.67	3.31	7.48	2.73	10.01	4.94	8.52	2.44	2.57	4.37	2.41	1.15	8.8	1.57	5.21	100.00

TABLE D.—NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

-La	age Year- ly Salary	\$2,731	2,282	1,849 1,330	1,553	1,434	1,087	1,376	1,075	1,113	922	1,058	794	899	736	878 605	089	732 574	633	1,542	0
al Aver-		399 \$2, 503 I,	902 2,	461 1, 612 1,	,073 I,	228 I, 521	749 I,	322 I,	793 I,	343 I,	759	215 I, 451	999	140 264	404	152	552	8118	315		1 .
Total			<u> </u>		"							9 4 8	7				,		, m	2,378	1_
	\$2000 or over	356 285	641	162	183	32 I	33	2 4	26	12	12			::	:	: :	:	: :	:	590 312	
	\$1900 or under \$2000	4 %	6	7.2	31	7 :	7	28	33	7 H	8	<b>H</b> :		::	:	: :	:	: :	:	74	0
	\$1800 or under \$1900	нн	10	25	32	23 :	23	37	41	압 :	IOI	в	4	н:	H	::	:	::	1	100	
Į	or or under \$1800	.9 %	H	52	26	3.7	S.	4 4	∞	∞ :	8	::	:	° :	(1	٠:	10	::	:	81 16	İ
IRY OF	\$1600 or under \$1700	12 39	SI	37	57	31	9	8 :	8	4:	4	6:	6	::	:	::	:	::	<u> </u>	113	٩
I SALARY	\$1500 Surander	37	4	39	l 8	9 9	88	21	27	10	50	10	H	нн	8	۳:	F	::	:	125	İ
YEARLY	\$1400 \$ or under u	11	13	38	55	4 21	9	13	54	18	20	15	91	n :	, e	۶ :	9	<b>H</b> :	۲	107	9
∢	\$1300 \$ or under u	w 01	2	19	75	13	28	8 8	24	11	36	0 %	12	II I	12	4:	4	: ۳	6	109	1
CEIVIN	\$1200 \$ or under u \$1300 \$	184	49	33	loi	36	94	17	41	64	53	3	13	13	191	<b>7</b> :	7	٠ :	9	146 186	t
S RE	\$1100 \$ or under u	-::	:	212	26	41 44	88	42	38	20	47	838	36	9	7	3 8	13	4:	4	103	1
сноол	\$1000 \$1 or under un	: H	"	16 83	8	117	85	36	28	35	62	818	36	12	22	26	33	00 10	13	138	1
CARY S	\$950 \$1 or under ur \$1000 \$1	<u>o</u> :	0	18	23	14	30	13	24	12	21	4 4	18	1-0	6	нз	4	: H	-	77	9
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$900 \$00 or or or \$950 \$1	: 14	41	15	113	4 4	82,	28	4	23	50	25	32	9 6	15	18	33	4 H	ι <sub>ν</sub>	107	
OF EL	\$850 So or under un \$900	. 8	22	27	8	900	39	11	34	14	21	70.00	41	0 0	161	0 10		63	0	57	1 9
PALS	\$800 \$8 or under un \$850 \$6	: 0	9	372	39	0 0	29	58	72	47	- 19	282	50	61	28	227	29	9.8	12	96	1906
PRINC	0 50	::	:	30 19	32	7 0 7	22	2 42	59	34	41	31	36	12	17	16	23	63	  - ^-	36	6
R OF		::	:	N 00	្ន	1 26	27	12	51	17	62	58	69	100	92	31	38	01 0	1 61	232	6
UMBE		::	:	: 4	4	93	6	71	192	23 48	11	58	89	11 40	51	30	57	61	27	349 2	'   ;
Z	er under	::		· 10	Ŋ	37	40	: 6	6	57	49	8	84	98	34	49	1 %	39	54	46 I	1 2
	o \$600 or er under o \$650	:::	:	: 01	81	I 12	13	101	100	24 1	25	54	26	38.8	46	0 4	53	25	37	34	100
	o \$550 or or or s600	::		::		. H		эн.	4	. 421	16	39	43	53 3	28	6 75	81	44	82		
	\$500 or under \$550							. %	3									50 8 I 4	58	3 34	196
	Un- der \$500	::	Ŀ	::	<u> </u>	:::	<u>.</u>	· ·		32	4	.,	19	,	36	833	88		10	257	000
•	CITIES WITH POPU- LATION OF—	I,000,000 or over	Total (3 cities)	200,000 to 1,000,000M	Total (16 cities)	100,000 to 200,000 ${ m F}$	Total (20 cities)	50,000 to 100,000 F	Total (38 cities)	30,000 to 50,000 ${ m F}$	Total (58 cities)	20,000 to 30,000F	Total (74 cities)	15,000 to 20,000	Total (60 cities)	10,000 to 15,000 ${ m F}$	Total (110 cities)	8,000 to 10,000	Total (88 cities)	All cities F	Total (467 cities)

TABLE E.—PER CENT. OF PRINCIPALS OF ELEMENTARY SCHOOLS IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

					PER (	CENT.	OF LRII	NCIPAL	S OF E	CENT. OF I RINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	TARY 5	эсноо1	LS REC	EIVING	A YEARLY	VRLY SA	SALARY	OF-				-	
CITIES WITH POPU- LATION OF—	Un- der \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 Sounder u	\$800 \$ or under u	\$850 ander u	\$900 \$ or under ui \$950 \$	\$950 \$1000 or or under under \$1000 \$1100	\$1000 \$1 or under un	\$1100 \$ or under un	\$1200 \$1 or under un \$1300 \$	\$1300 \$1 or under un \$1400 \$1	\$1400 \$1; or under un \$1500 \$10	\$1500 \$10 or c under un \$1600 \$17	\$1600 \$1 or under un \$1700 \$1	\$1700 \$18 or o under und \$1800 \$19	\$1800 \$190 or or or und \$1900 \$200	8 6 8	\$2000 or over	Total
I,000,000 or over	::	: :	::	::	::	::	::	ı	4.38	8.15	2.26	0 . 2	::	0.25	0.75	0.50 2.19 7	36 7	oI 75	1.51	0.25 .20	1.00 89.	22	100.00 100.00
Total (3 cities)	:	:		:	i	:	:	.67	2.44	4.55	00.i	H.	1 :	5.43	.55	44 4	99	5.65 I	I.22	22 I	1.00 71	90	100.00
200,000 to 1,000,000M	: :	: :	0.33	0.82	0.65	0.43	0.43	6.06	.65	3.25 16.01	2.94	3.47	1.08 3.43	7.16	4. I2 9. I5 6	.21	8.46 8.	.03	.29 5. .65 I.	5.42 I.14	5.86 35.	14 43	100.00
Total (16 cities)	:	:	01.	.47	.37	.93	2.98	3.63	2.801	IO.53	2.14	9.23	2.42	9.41	6.99	5.13 9.	32	5.31 5	32	2.98	2.89 17	90:	T00.00
100,000 to 200,000		0.19	2.30	1.32 7.10	1.75 17.85	4.99	3.84	3.95	3.95	1.75	6.14 4.80	4.82 14.20 I.	6.14	6.91	5.70 2.88 2	1.75 12 2.30 I	. 72	13.60 3 1.73	58	10.09	3.07 14	.03 I9	100.00
Total (20 cities)	:	.13	1.74	5.34	12.95	3.60	2.94	3.87	5.21	3.74	5.21	11.35	11.75	6.14	3.74 2	2.14 5.	10	5.34 I	I.34 3.	3.07	.93	4.40	100.00
50,000 to 100,000	0.64	.31	.31	8.49	1.55	3.73	1.55	4.35	3.42	3.73	2.34	6.83	4.35 5.10	5.28 5.10	6.83 IZ.	2.73 6. 2.76 I.	27	12 :	1.24 II.	11.49 8 1.85 1	8.70	6.83 10 185	100.00
Total (38 cities)	.38	.51	2.52	5.04	9.58	6.43	7.44	9.08	4.29	5.04	3.03	7.31	4.79	5.17	3.03	6.81 3.	.41 2	52	I.01	5.17	4.16	3.28	100.00
30,000 to 50,000	3.50	2.89	5.77	2.91	6.71 II.54	4.96 10.82	2.04 8.17	4.08 II.30	4.08 1.68	6.71	3.50 2.16	7.87 8.41	7.87	14.28	2.65	5.25	5.54 I	1.17 2	33	2.91 2	2.04	3.50 10	100.00 100.00
Total (58 cities)	5.80	2.11	3.29	8.83	9.30	8.17	5.40	8.04	2.77	6.59	2.77	8.17	6.19	6.98	4.74	.63	.63	.53 I	I.05 I.	I.32 I	1.05	1.58 I	100.00
20,000 to 30,000 F	12.64	8.65	.93	3.72 16.85	4.65	5.12	6.87	6.21	2.33	11.63	6.51	8.37 It	10.70	4.65	4.65	.22	.65	4.19	. <del></del>	1.39	. 46	2.79 10	100.00 100.00
Total (74 cities)	9.16	6.46	8.41	12.61	10.21	10.36	5.41	7.51	2.10	4.81	2.70	5.41	3.90	I.95	I.80 2	6	1.65 1.	.35	:   :	9	. I.S	1.05 10	100.00
M.	4.29	3.57	5.71	4.29 10.61	7.86	7.14 6.06	3.57	13.57	7.14 3.41	3.41	5.00	7.14	4.29	9.29 1.14	7.86 2	2.14	.38	::	I.43	.71		# # : :	100.00
Total (60 cities)	8.91	14.36	11.39	8.42	12.62	6.44	4.21	6.93	4.70	3.71	2.23	5.45	1.73	3.96	2.97	.74	. 49		.49	.25		:	100.00
 F	1.98	3.95	5.92	2.63 16.25	19.74 6.75	4.60	4.60	4.60	1.32 I	3.75	1.98 1	17.10	6.58	4.60	2.63 3	3.95	99 :	H :	32 :	::		::	100.00 100.00
Total (110 cities)	15.94	14.67	9.60	12.50	10.33	68.9	4.17	5.25	1.99	5.98	.72	5.98	2.36	1.27	.72	1.09	81.		.36	:	-	<u>H</u>   :	100.00
X.	6.78	11.86	12.69	12.71	16. ro 4. o6	8.47	3.04	7.63 I.52	3.04	3.39	.51	6.78	3.39	5.09	I. 70		::	::	: :	::	::	<u> </u>	100.00 100.00
ities)	18.41	18.41	11.75	17.14	8.57	6.03	2.86	3.81	2.86	1.59	.32	4.13	1.27	1.90	.63	.32	:	:	:   :	:	<u>                                    </u>	;	100.00
XH.	6.70	5.92	5.68	1.93	4.29 9.10	2.94	1.51	4.04	3.70	6.52	3.24	5.80	4.33 3.81	6.14	4.58 4.	50	5.26 4. 3.02 I.	4.75 3	3.41 4.	4.20	3.11 24	81	100.00
Total (467 cities)	4.67	4.20	4.06	.6.32	7.26	4.86	3.85	5.25	3.20	5.75	2.38	6.58	4.0I	5.34	3.19 2	2.96 3.	3.88 2.	2.91	26	1.82	1.43 14	.52	100.00
													-			-	-	-		-	-		

TABLE F.—NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY.

BY GROUPS OF CITIES

Aver-		£1,443 882	906	1,151	677	681 602	603	602	572	542 515	515	508 479	479	509 487	487	513 456	456	488 443	446	1,161	199
Total	men- tary School Teach- ers	831 18,453	19,284	286 14,058	14,344	64 7,257	7,321	7,635	7,695	6,564	6.642	54 4,947	5,001	32 2,974	3,006	38	4,307	2,497	a2,546	1,492	582 470146
	\$1600 or over	260 254	514	89	89	::	:	: :	:				:	: :	:	: :	:	::	:	328	582
Ţ	\$1400 \$1500 or or under under \$1500 \$1600	23	65	13 17	3	::	1	::	:	: :	i	: :	:	::	i :	::	:	::	:	55	95
ARY OF	\$1400 \$1500 or or under under \$1500 \$1600	89 337	426	12	13		:	I :	ı		1	::	:	::	:	: :	:	::	1	91	440
X SAL	\$1300 or or under 1 \$1400	999	727	24	24		:		i	: :	i	::	:	::	:	::	:	- : :		85	751
YEARI	\$1200 or under \$1300	67 1,557	1,624	11	104	::	:	HV	9	: :	:	: :		: :	:	::	:	::	:	1,655	1,734
/ING A	\$1100 or under \$1200	109	811	15	17	::	:	: :	:	: :	:	: :	:	: :	i	::		::	:	111	828
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	\$800 \$850 \$000 \$050 \$1000 \$1100 \$1200 \$1300 \$1400 \$1500 \$0100 or or or or or or or or or or or or or	65 946	1,011	143	145	46	53	::	<u>:</u>		2	: :	:	::		н 0	3	::	:	7,142	1,217
PALS)	\$950 or under \$1000	19 470	489	322	324	::	:		3	: :	:	: "	3	::	i	::	:	::	:	798	819
PRINCI	\$900 or under \$950	47	982	1,011	1,031		20		691	40	42	: 01	7		5	::	:	# :	I	2,185	2,252
DING I	\$850 or under \$900	3,741	3,791	283	291	58	58		14	. 8	8	. 0	61	: #	II	: "		нн	8	59	4,178
INCLU	\$800 or under \$850	1,69,1	1,692	748	773	99	104	264	366	148	148	н «х	6	57	59	:	5	14	14	36	3,070
(Nor	\$750 or under \$800	2,054	2,060	1,194	1,205	8 965	973	195	195	75	77	164	164	125	128		22	: "	2	30	4,846
CHERS	\$700 or under \$750	8 1,211	1,219	2,051	2,070	8 190	198	561	568	209	213	128	131	136	981	83	85	17	20	4,586	4,640
TEA	\$600 \$650 \$700 or or or or or or or or or or or or or	3 1,291	1,294	2,413	2,428	954	963	814	822	370	377	107	109		64	522	57		70	6,135	6,184
Scноо		1,426	1,427	1,437	1,450	2,250	2,264	13	1,510	14 734	748	255	260	107	100	185	186	81	82	64 7,972	8,036
NTARY	\$550 or under \$600	768	771	16 777	793	892	894	980	986	626	988	10 394	404	150	154	293	294	132	136	5,365	5,420
CLEME	\$500 or under \$550	348	348	1,857	1,882	864	872	1,201	1,205	1,312	1,322	645	651	456	458	731	741	307	315	7,721	7,794
R OF ]	\$450 or under \$500	33	33	922	167	359	362	719	731	1,00,1	1,022	11,459	1,470	693	669	1,070	1,075	512	524	6,613	6,683
NUMBE	\$400 or under \$450	::	i	645	647	283	283	783	786	833	842	988	866	599	909	8	785	703	712	5,611	5,659
	\$350 or under \$400	:::	:	185	186	158	158	333	336	1 439	440	510	514	311	317	654	999	6 4 4 19	423	3,019	3,040
	Un- der \$350	::	<u> </u>	91	96	611	119		97	405	410	282	284		260	384	387	23	245	1,877	1,898
	CITIES WITH A POPU- LATION OF—	I,000,000 or overR	Total (3 cities)	200,000 to 1,000,000M	Total (16 cities)	100,000 to 200,000	Total (20 cities)	50,000 to 100,000	Total (38 cities)	30,000 to 50,000	Total (58 cities)	20,000 to 30,000	Total (74 cities)	15,000 to 20,000 $\cdots$	Total (60 cities)	10,000 to 15,000	Total (110 cities)	8,000 to 10,000	Total (88 cities)	All cities	Total (467 cities)

a Not including 8 male and 76 female teachers whose individual salaries were not reported.

TABLE G.—PER CENT. OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) IN RECEIPT OF EACH CLASSIFIED SALARY, BY GROUPS OF CITIES

	o Total	00.001 8 100.00	2.67 100.00	7 I00.00 100.00	7 100.00	I00.00	100.00	Ioo.oo	. 100.00	. 100.00	100.00	. 100.00 100.00	. 100.00	100.00	100.00	100.00	100.00	. 100.00	. 100.00	98 100.00	83 TOO. 00
	\$1,600 or over	31.29 1.38	ł	23.77	4.				·	• •		• •				• •				21.	'
OF —	\$1500 or under \$1600	5.05	.34	4.55	.21	::	:	::	:	::	:	::	:	: .	:	::	:	::	:	3.69	.13
CARY O	\$1300 \$1400 0 or or under under \$1400 \$	10.71	2.21	.35	60.	::	:	1.67	10.	::	:	::	:	::	:	::	:	::	:	6. IO . 51	l
ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$1300 or inder \$1400	7.34 3.61	3.77	8.39	.17	::	:	::	:	::	:	::	:	::	:	::	:	::	:	5.70	1.07
YEAR	\$1200 9 or under 1 \$1300	8.06	8.42	3.85	. 72	::	:	1.67	80.	::	:	::	:	::	:	::	:	::	:	5.20	2.47
VING A	\$950 \$1000 \$1100 or or or under under under \$1000 \$1200	13.12 3.80	4.21	.70	. 12	::	:	::	:	::	:	::	:	::	:	::	:	: :	:	7.44	1.18
RECEL	\$1000 or under \$1100	7.82	5.24	.70	1.01	10.94	. 72	: :	:	: %	80.	::	:	: :	:	2.63	.07	. :	:	5.03	1.73
PALS)	\$950 or under \$1000	2.29	2.54	2.29	2.26	::	:	: 0	.04	::	:		90.	::	:	::		::	٠:	1.41	1.17
RINCI	\$900 or under \$950	5.66	5.09	5.94	7.19	. 27	.27	2.21	2.20	2.56	.63	: 6.	.04		11.	. : :	:	2.04	.04	3.18	3.21
DING F	\$850 or under \$900	6.02	19.66	2.80	2 03	:%	62.	.18	81.	.12	. 12	: 0.	.04	.37	.37	. 0.	.02	2.04	80.	3.95	5.06
INCLU	\$800 or under	0.12	8.77	8.74	5.30	7.81	I.42	3.33	3.46	2.26	2.23	1.85	. r8	6.25	1.96	.12	. 12	.56	.55	2.41	4.38
(Nor	\$750 or under	0.72	10.68	3.85	8.40	12.50	13.20	2.55	2.53	2.56 I.14	1.16	3.32	3.28	9.38	4.26	.52	.51	:00	80.	2.0I 6.99	6.88
HERS		0.96 6.56	6.32	6.64 r4.59	14.43	2.62	2.70	11.67	7.38	5.12	3.21	5.56	2.62	4.57	4.52	5.26	1.97	6.12	. 78	3.62	19 9
TEAC	\$650 \$700 or or under under \$700 \$750	0.36	6.71	5.24	16.93	14.06	13.15	3.33	89.oı	8.98	5.68	3.70	2.18	2.15	2.13	13.16 1.22	1.32	:80:	2.75	3.28	8.82
СНООІ	\$600 or under u	0.12	7.40	4.55	10.11	1.87	30.93	9.61	19 62	17.95	11.26	9.26	5.20	6.25 3.60	3.63	2.63	4.32	3.24	3.22	4.29 11.61	11.46
FARY S	\$550 or or under u	0.36	9.4	5.59	5.53	3.13 21.87	12.21	7 10.00 21.66 I	12.81	11.54	14.87	18.52	8.08	12.50	5.12	2.63	6.83	8.16 5.29	5.34	3.69	7.73
EMEN	\$500 \$550 \$600 or or or under under \$550 \$600 \$650	1.88	1.80	8.74	13.12	12.50	11.01	6.67	13.66	12.82	19.90	13.04		6.25	15.24	26.32 17.12	17.20	16.33	12.37	4.89	11.11
OF EI	\$450 or under u	0.18	11.	5.41	5.35 I	4.69 I	4.95 I	9.42	9.50	19.23	15.39	20.37	29.39 13.02	18.75	23.25	13.16	24.96	24.49	20.58	4.69 9.63	9.53
PER CENT. OF	\$400 \$ or under u \$450 \$	::	:	0.70	4.51	3.90	3.87	5.00 2	10.22	11.54	12.68	18.52	19.95	20.14	20.16	8.202	18.23	28.152	27.97	3.22	8.07
PER	\$350 \$400 or or under under \$400 \$450	::	:	0.35 I.32	1.29	2.18	2.16	5.00 4.36	4.37 I	1.29 6.69	6.62 1	7.41	10.28	18.75 21.87 10.46 20.14	IO. 54 2	5.26 21.05 15.55 18.20	15.46	8.161	16.61	1.41	4.33
	Un-   \$	::	:	1.75	.67	1.64	1.63	1.27	1.26	6.41	6.17	3.70 5.70 I	5.68 1	8.74	8.65 I	90.6	8.99	12.25 9.57	0.62 1	1.41	2.70
	CITIES WITH A POPU-	1,000,000 or over $\overline{\mathrm{F}}$	Total (3 cities)	200,000 to 1,000,000M	Total (16 cities)	100,000 to 200,000 M	Total (20 cities)	50,000 to 100,000 M	Total (38 cities)	30,000 to 50,000	Total (58 cities)	20,000 to 30,000	Total (74 cities)	15,000 to 20,000 H	Total (60 cities)	Io,000 to 15,000 F	Total (110 cities)	8,000 to 10,000	Total (88 cities)	All citiesF	Total (467 cities)

The average salary of high-school teachers (not including principals) was \$1,046, the average for the women separately being \$903 and for the men separately \$1,303. This large difference between the averages for women and men is due to a considerable extent to the fact that such a large per cent. of the men are in the cities of the first two groups, the cities of 200,000 population or over, where salaries are high as compared with those in the city of average size.

The average yearly salary of principals of elementary schools was \$1,189, the average for women separately being \$970, and for men separately \$1,542. As in the case of teachers of high schools, the greater average for men is to a considerable extent due to the fact that such a large proportion of the entire number of men are in the larger cities, where salaries are relatively high.

The average yearly salary of the teachers in elementary schools was \$661, the average for the women separately being \$650 and for the men separately \$1,161. It will be noticed that more than one-half of the men teachers in elementary schools were in the three greatest cities, where salaries are relatively high.

An examination of the several groups of cities in Table A shows that, with one exception, the average salaries of all the classes of teachers for the entire groups of cities decrease steadily with the decrease in size of the cities. In the group of cities with population from 20,000 to 30,000 the average salaries of teachers in both high and elementary schools are slightly less than those in the next lower group.

The great weight of the few large cities upon the averages for the whole country may be better studied in connection with the summary by states, as a total is there given including certain large cities and another in which the cities are not included.

Reference to summary Table C shows that of the 2,874 male teachers (not including principals) in high schools in the 467 cities who receive an average salary of \$1,303, 13.33 per cent. received \$2,000 or over, and 30.27 per cent. received less than \$1,000. Of the 5,149 female teachers in high schools receiving an average salary of \$903, only 0.68 per cent. received as much as \$2,000, while 67.03 per cent. received less than \$1,000 and 35.93 per cent. received less than \$750. The \$100 group containing the largest percentage of all the male teachers was \$1.200 or under \$1,300 with 11.86 per cent., while for female teachers it was \$650 or under \$750 with 17.38 per cent.

Summary Table E shows that of the 2,378 male principals of elementary schools in the 467 cities receiving an average salary of \$1,542, 24.81 per cent. received \$2,000 or over, and 29.11 per cent. received less than \$1,000. Of the 3,835 women principals receiving an average salary of \$970, 8.13 per cent. received \$2,000 or over, while 65.86 per cent. received less than \$1,000 and 42.50 per cent. received less than \$750; the \$100 group containing the largest percentage of all was \$600 or under \$700 with 18.15 per cent.

Summary G shows that of the 1,492 male teachers in elementary schools in 467 cities receiving an average salary of \$1,161, 21.98 per cent. received

\$1,600 or over, while 19.31 per cent. received less than \$600. Of the 68,654 women teachers in elementary schools in the 467 cities receiving an average salary of \$650, only 0.37 per cent. received as much as \$1,600, while 44 per cent. received less than \$600 and 7.13 per cent. received less than \$400; the \$100 group containing the largest percentage of all was \$450 or under \$550 with 20.88 per cent., while 20.55 per cent. received \$600 or under \$700.

The summary tables and Table I will now be taken up group by group.

#### CITIES WITH POPULATION OF 1,000,000 OR OVER

These cities number but three—New York, Chicago, and Philadelphia. The salaries are best compared by reference to Table I, and this can be done without difficulty because of the small number of cities. Chicago pays the highest salary to its superintendent—\$10,000—but, it may be added, New York, paying \$2,000 less, has a much larger number of assistant superintendents—8 "associates" at \$5,500 and 26 district superintendents at \$5,000, while Chicago has but 6 district superintendents at \$4,000. In Philadelphia the superintendent receives \$6,000, and has 6 assistant superintendents at \$3,000 each. In all the other classes New York leads. In high school salaries Philadelphia ranks Chicago, while in elementary salaries the reverse is true.

In the brief table following are shown average salaries for principals and teachers and the two combined for both high and elementary schools. The cities are arranged and numbered according to size as in Table I.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN NEW YORK, CHICAGO, AND PHILADELPHIA

			Нісн	Sсноог	s			Е	LEMENTA	ARY SCE	OOLS	
Сітұ	Pri	ncipals	Tea	chers		cipals eachers	Pri	ncipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
1. New York 2. Chicago 3. Philadelphia	15		341				226	2,284	11,247 4,797 3,247	\$996 823 717	11,665 5,016 3,505	\$1,060 889 773
	37	\$3,663	1,211	\$1,615	1,248	\$1,676	902	\$2,282	19,284	\$906	20,186	\$967

The summary tables preceding (Tables B to G) give the number and per cent. of each class of teachers in receipt of each classified salary. For example, by reference to Table C it will be seen that while the average yearly salary of male teachers in the high schools of the three great cities in this group was \$1,886, 41.77 per cent. received \$2,000 or more, and only 19.72 per cent. received less than \$1,500. Of the female teachers, the average salary was \$1,387, but only 5.02 received as much as \$2,000, and 54.71 per cent. received less than \$1,500, while 12.3 received less than \$1,000.

Summary Table E shows that the average salary for male principals of elementary schools in these three cities was \$2,731, but that only 10.78 per cent. received less than \$2,000. For the women principals the average salary was \$1,927, but 26.05 per cent. received less than \$1,500.

Summary Table G shows that the average salary for 831 male teachers in elementary schools in these three cities was \$1,443, but that 31.29 per cent. received \$1,600 or over, and 16.61 per cent. received less than \$1,000. the 18,453 women teachers receiving an average salary of \$882, only 1.38 per cent. received as much as \$1,600, while 80.60 per cent. received less than \$1,000 and 27.51 per cent. received less than \$750.

By reference to Tables II, III, and IV similar comparisons may be made for the individual cities. For example, while it is shown in the foregoing table that in Philadelphia the 3,247 teachers (not including principals) in elementary schools received yearly salaries averaging \$717, a reference to Table IV will show that many received salaries much below this average, 775 or 23.9 per cent. of the entire number receiving less than \$600, and 480 or 14.8 per cent. \$600 or over, but less than \$700. Those receiving \$700 or over, but less than \$800, numbered 1,333 or 41.1 per cent. of the whole.

#### CITIES WITH POPULATION OF 200,000 TO 1,000,000

In this group are 16 cities, St. Louis, with a population of 612,279, being the largest, and Minneapolis, with 214,112, the smallest. In the comparison of salaries localities and character of the cities should not be lost sight of.

The average yearly salary of superintendent in the group of 16 cities is \$4,622, ranging from \$6,000 in Boston to \$2,500 in New Orleans. superintendents also were reported as follows:

YEARLY SALARIES OF ASSISTANT SUPERINTENDENTS

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
St. Louis, Mo	2 2	M M	\$4,000 3,600	Cincinnati, O	2	М	\$2,500
Average	4		3 ,800	Milwaukee, Wis	I I I	M M M	2,500 2,400 2,000
Boston, Mass	6	M	3 ,780	Average	3		2,300
Baltimore, Md	1	M M	2,500 2,400	Detroit, Mich	d ı	M	2,500
Average	2		2 ,450	New Orleans, La	2	M	1,500
Cleveland, O	I	M M	3,000	Washington, D. C	eı fı	M F	2,500 2,500
Average	a <sub>2</sub>		2,750	Newark, N. J	gı	F	1,800
Buffalo, N. Y	<i>b</i> 1	M F	2,000	Jersey City, N. J	61 b1	F F	1,900 1,300
San Francisco, Calif		M	2,000	Minneapolis, Minn	hı cı	M F	2,000

a Also supervisors—1 M. \$2,500, 4 F. average \$2,025.

<sup>a Also supervisors—I M. \$2,505,
b Supervisor of grammar grades.
c Supervisor of primary work.
d Supervisor of grades.</sup> 

e Also 1 director of high schools at \$2,500.

Also I supervisor of primary work at \$1,500. General supervisor.

g General supervisor. h Supervisor of grammar and intermediate grades.

In high schools the average yearly salary for principals for the 16 cities is \$2,685, the lowest individual salary \$1,260, being paid a woman principal in New Orleans. In Washington the salary paid to all principals of high schools, including two manual training high schools, is \$1,800, which is next to the lowest, and there is no graded advance with experience. The highest average salary is \$3,818, the average for 11 principals in Boston.

The average salary of high school teachers for the 16 cities is \$1,230 for both men and women; for men alone it is \$1,489, and for women alone \$1,056. The lowest average for both men and women is \$862, paid in Washington; for men alone Washington is still the lowest, with \$897, while for women alone New Orleans is lowest, with \$747. The highest average for all high school teachers is \$1,853, paid in Boston; the highest for men is \$2,406 and for women \$1,409, both in Boston.

When both principals and teachers in high schools are considered the average for the group is \$1,287, and Washington and Boston are still respectively the lowest and highest in rank, with averages of \$894 and \$1,944.

The lowest salary paid any individual high school teacher—the lowest minimum as shown in Table I—is \$444, reported as the minimum paid male teachers in Baltimore, Buffalo coming next, with \$450 reported as the minimum for any female teacher. The highest individual salary is \$3,060, reported in Boston.

Coming to elementary schools, the average salary of 1,073 principals in the 16 cities is \$1,455, the lowest average being \$821 for New Orleans, Washington being next, with \$999. The highest average is for Boston, with \$3,137.

For male principals in elementary schools the average for the group is \$1,849, for female principals \$1,159. The lowest average for male principals is \$975, reported for New Orleans and for female principals is \$805, paid also in New Orleans.

The lowest reported for any individual male principal is \$700 in both Baltimore and Buffalo, and for any female principal \$585, in New Orleans.

For all elementary teachers the average for the 16 cities is \$677, the lowest average being \$479 in New Orleans, and the highest \$941, in Boston. For men teachers only the average is \$1,151, and for women teachers only \$668. The lowest average for men alone is \$467 in Louisville, and for women alone \$479 in New Orleans. The highest average for men alone is \$2,182 in Boston, and for women alone \$921 in San Francisco.

Perhaps these facts as to highest and lowest salaries and the cities where paid may more easily be compared if presented in tabular form. This is done in the table following:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR 16 CITIES OF 200,000 TO 1,000,000 POPULATION

,	Lowest Individual	Salary	HIGHEST INDIVIDUAL SALARY			
Position	City	Amount	City	Amount		
Superintendents High-schools: Principals Teachers—men Teachers—women Elementary schools:	New Orleans, La  New Orleans, La  Baltimore, Md  Buffalo, N. Y	\$2,500 1,260 444 450	Boston, Mass Boston, Mass Boston, Mass Boston, Mass	\$6,000 4,200 3,060 2,040		
Principals—men. Principals—women Teachers—men. Teachers—women	Baltimore, Md. Buffalo, N.Y New Orleans, La Baltimore, Md New Orleans, La	700 585 348 315	Boston, Mass Jersey City, N.J Boston, Mass San Francisco, Calif	3,180 2,400 2,460 1,500		
	LOWEST AVERAGE S	ALARY	Highest Average Salary			
Position	City	Amount	City	Amount		
High schools: Principals. Teachers. Principals and teachers.	New Orleans, La Washington, D.C Washington, D.C	\$1 ,440 862 894	Boston, Mass Boston, Mass Boston, Mass	1,853		
Elementary schools: Principals Teachers. Principals and teachers.	New Orleans, La New Orleans, La New Orleans, La	821 479 513	Boston, Mass Boston, Mass Boston, Mass	941		

In order to afford opportunity to compare for all the cities of the group the average salaries paid principals and teachers, both separately and combined, in both high and elementary schools, the following table is here presented. The figures for the principals and teachers separately are taken from Table I, where they are found in connection with those for males and females shown separately. The figures for principals and teachers together are not shown elsewhere:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN THE 16 CITIES OF 200,000 TO 1,000,000 POPULATION

	i		ligh S	choors	i		ELEMENTARY SCHOOLS					
Сіту	Principals		Teachers		Principals and Teachers		Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
4 St. Louis. Mo. 5. Boston, Mass. 6. Baltimore, Md. 7. Cleveland, O. 8. Buffalo, N. Y. 9. San Francisco, Califo. Pittsburg, Pa. 11. Cincinnati, O. 12. Milwaukee, Wis. 13. Detroit, Mich. 4. New Orleans, La.	5 5 3 5 1 3 4 3	\$3,135 3,818 2,400 3,100 2,500 2,832 3,000 2,533 2,000 2,333 1,440	223 98 142 94 76 64 64	1,109 1,341 914 1,513 1,230 1,369 1,089	234 103 147 97 81 65 67 65 108	1,172 1,401 963 1,594 1,257 1,421 1,157	58 104 71 62	3,137 1,084 1,334 1,526 1,827 1,295 1,714 1,506 1,253	1,553 1,353 1,100 1,101 774 872 804 717 732	941 528 685 606 926 607 726 632 636	1.611 1,457 1.171 1,163 827 980 853 768 802	1,020 567 725 655 984 683 782 690 690
15. Washington, D.C 16. Newark, N. J 17. Jersey City, N. J 18. Louisville, Ky 19. Minneapolis, Minn.	7 1 1	1,800 3,500 2,900 2,325 2,400	202 46 19 73 138	862 1,493 1,284 1,076 933	209 47 20 77 142	894 1,536 1,365 1,141 975	42 44 45 56	999 1,896 1,754 1,151	549 495 762	637 711 650 504 699	1,029 796 593 540	773 732 558

The number and per cent. of teachers of the several classes in receipt of each classified salary are shown for the group in summary Tables B to G. These summaries may be used for each group in the same manner as has been done in earlier pages for the United States, and for the group made up of the three greatest cities. Similar comparisons may easily be worked out for individual cities from Tables II, III, and IV.

#### CITIES WITH POPULATION OF 100,000 TO 200,000

The cities in this group number 20, Indianapolis, Ind., with a population of 199,033, being the largest, and Lowell, Mass., with 100,150, the smallest.

The average yearly salary of superintendent in the 20 cities of the group is \$3,688, ranging from \$5,000 in Indianapolis, Rochester, and Denver, to \$2,400 in Memphis. Assistant superintendents also were reported as follows:

YEARLY SALARIES OF ASSISTANT SUPERINTENDENTS

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Indianapolis, Ind	I	M F	\$2,500 2,500	Denver, Colo	I I	M M	\$4,000 3,000
Providence, R. I	ı	F F	2,000 1,500	Average	2	м	3,500
Average	2 2 1 a1	M M F	1,750 2,400 1,800 2,000	Los Angeles, Calif Syracuse, N. Y. Memphis, Tenn Omaha, Neb St. Joseph, Mo	b1 b1 b1	F M F M	2,100 1,300 1,800 1,800 1,800

 $<sup>\</sup>boldsymbol{a}$  Supervisor of primary and kindergarten work.

The average salaries for the several classes of teachers for the entire group have been shown in the first summary table preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid, are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 100,000 TO 200,000 POPULATION

	LOWEST INDIVIDUAL	Salary	HIGHEST INDIVIDUAL SALARY		
Position	City	Amount	City	Amount	
Superintendents	Memphis, Tenn	\$2,400	{ Indianapolis,Ind. Rochester, N.Y. Denver, Colo. }	\$5,000	
Principals.  Teachers—men. Teachers—women. Elementary schools: Principals—men. Principals—women Teachers—men. Teachers—men.	St. Joseph, Mo Kansas City, Mo Toledo, Ohio St. Joseph, Mo New Haven, Conn Kansas City, Mo Rochester, N. Y. New Haven, Conn Syracuse, N. Y.	990 450 200 585 500 450 300	New Haven, Conn. Denver, Colo. Worcester, Mass Providence, R. I Allegheny, Pa Denver, Colo Los Angeles, Calif Denver, Colo	3,200 2,300 2,000 2,000 1,000 1,010	

b Supervisor of primary work.

	Lowest Average S	ALARY	Highest Average Salary			
Position	City	Amount	City	Amount		
High schools: Principals. Teachers. Principals and teachers. Elementary schools: Principals. Teachers. Principals and teachers.	St. Joseph, Mo	\$1,495 817 891 724 477 522	New Haven, Conn Providence, R. I Providence, R. I Allegheny, Pa. Denver, Colo. [Allegheny, Pa. ] Denver, Colo.	\$3,200 1,253 1,313 1,862 762 812		

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN THE 20 CITIES OF 100,000 TO 200,000 POPULATION

		F	IIGH S	Schools				ELE	MENTAI	ку Sch	OOLS	
Сітч	Pri	ncipals	Tea	chers		cipals eachers	Prin	cipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge ' Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
20. Indianapolis, Ind	2	\$2,550		\$1,027		\$1,065	36 83	\$979	517			\$608
21. Providence, R. I	4	2,500	80	1,253	84	1,313	83	919	406		489	649
22. Kansas City, Mo	4	2 ,438				1,021	48		486		534	657
23. St. Paul. Minn	4	2,250	79			1,037	42	1,121	446		488	685
24. Rochester, N.Y	1	2,600	69		70	891		1,187	444			591
25. Toledo, Ohio	2	1,750	39		41	1,084			362			621
26. Denver, Colo	4	2,925	100			1,284	46		532	762	578	812
27. Allegheny, Pa	1	2,000	22	1,080		1,120	21	1,862	328			812
28. Columbus, Ohio	4	1,829	70.		74	1,158	33	1,116	390			590
29. Worcester, Mass	3	3,000	70	1,051	73	1,131	33	I ,005	427	575	460	606
30. Los Angeles, Calif	2	2 ,600	53	I ,222	55	1,272	59	1,294	497	697	556	761
31. New Haven, Conn	I	3,200	55	915	56		29	724	346			551
32. Syracuse, N.Y	2	2,750	56		58	998	33	1,215	394			628
33. Fall River, Mass	1	3,000	21	1,090	22	1,177 866	47	800	317 128		364	533
35. Omaha, Neb	I I	1,500	13 51	1,014	14		11	1,060	283		139	575 684
36. Paterson, N. J.	I	2,400		1,014		1,040	34	1,119			317	
37. St. Joseph, Mo	2		23 28			1,058	19	1,563	305		324	637 522
38. Scranton, Pa	1	1,495 2,500	26		30 27	I,233	32 36	795 878	192 306		224 342	580
39. Lowell, Mass	1	3,000	30	915	31	982	42	935	215		257	651
Total	42	\$2,418	1,073	\$1,044	1,115	\$1,096	749	\$1,087	7,321	\$603	8,070	\$648

## CITIES WITH POPULATION OF 50,000 TO 100,000

The cities in this group number 38, Portland, Oregon, with a population of 98,655, being the largest, and Yonkers, N. Y., with 52,701, the smallest.

The average yearly salary of superintendent for the 31 cities out of the 38 in this group reporting the salary of superintendent is \$2,990, ranging from \$4,000 in Seattle, Wash., and Springfield, Mass., to \$2,050 in Norfolk, Va. Only two cities reported assistant superintendents, Oakland, Calif., and Springfield, Mass., each having one at \$2,000.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 50,000 TO 100,000 POPULATION

4				
_	Lowest Individual	Salary	Highest Individual	SALARY
Position	City	Amount	City	Amount
Superintendents	Norfolk, Va	\$ 2,050	{ Seattle, Wash.   Springfield, Mass. }	\$4,000
Principals	Wilmington, Del	1,200	Cambridge, Mass. Albany, N.Y. New Bedf'd, Mass. Somerville, Mass. Springfield, Mass.	3 ,000
Teachers—men	Wilmington, Del Kansas City, Kans	500 360	Duluth, Minn. Albany, N.Y Springfield, Mass	2,500 I,500
Principals—men	Kansas City, Kans	540	Cambridge, Mass (Yonkers, N.Y.	2,500
Principals—women	Wilmington, Del	400	Cambridge, Mass. Oakland, Calif.	2 ,000
Teachers—men	Nashville, Tenn Atlanta, Ga	350 250	Springfield, Mass. J Cambridge, Mass Hoboken, N. J	I ,400 I ,200
_	Lowest Average S	SALARY	Highest Average	Salary
Position	City	Amount	City	Amount
High schools:			(C 1:1- M )	
Principals	Camden, N. J	\$1,400	Cambridge, Mass. Albany, N.Y New Bedf'd, Mass. Somerville, Mass. Duluth, Minn.	\$3,000
Teachers	Richmond, Va	609	Oakland, Calif	1 ,269
Principals and teachers	Richmond, Va	668	New Bedf'd, Mass.	1,331
Elementary schools: Principals Teachers. Principals and teachers	Wilmington, Del Erie, Pa Erie, Pa	614 431 458	Hoboken, N. J Oakland, Calif Oakland, Calif	1,800 866 933

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table. As has already been said the cities are arranged and numbered according to size as in Table I. The numbers missing from the list of cities are those cities from which full reports were not received.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN 38 CITIES OF 50,000 TO 100,000 POPULATION

		H	Igh S	CHOOLS				ELE	MENTAR	у Ѕсн	OOLS	
Сітч	Prir	ncipals	Tea	chers		cipals eachers	Princ	cipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary		Av'ge Salary	No.	Av'ge Salary
Develop I Ove			22	\$ 086		\$1,030		<b>6</b>		\$684		
40. Portland, Ore	I	\$2,000						\$1,252	304			
41. Cambridge, Mass	3	3,000	60	1,030		1,124	34	1,230	267			
42. Atlanta, Ga	2	1,875	20		22	1,114	22	1,000	217			
43. Albany, N.Y	1	3,000	29	1,050		1,115	22	1,605	224			
44. Dayton, Ohio	1	2,000	34	1,093		1,119	22	1,425	319			
45. Seattle, Wash	1	1,850	50	I,027	51	1,043	24		297		321	
46. Grand Rapids, Mich.	2	2,300	40	913	42	979	34	866	288	608	322	63
48. Richmond, Va	2	1,650	33	609	35	668	16	1,336	224	439	240	49
49. Reading, Pa	2	1,600	18	1,044		1,100			317	483	317	48
50. Nashville, Tenn	2	1,725	16	1,022	18	1,100	10	1,140	201	539	211	56
51. Wilmington, Del	2	I,550	20	710	22	786	25	614	222	432	247	45
52. Camden, N. J	I	1,400	18	880	10	016	33		270			
53. Bridgeport, Conn	1	2,500	18	886			21		204			
54. Trenton, N. J	ī	2,300	17	800		883	24		100			
55. Troy, N.Y	ī	2,500	18				37	727	135			
56. Lynn, Mass	2	2,500	31	1,056		1,144	38		174			
57. Oakland, Calif	2	2,505	38	1,260			18	1,717	210			
58. New Bedford, Mass.	1	3,000	15			1,331	26		174	1 2		
50. Somerville, Mass									222			
60. Lawrence, Mass	2	3,000	39				23		188			
61. Springfield, Mass	1	2 ,800	23				23		1			
	2	2,850	43	1,084			25		243			
63. Savannah, Ga	1	2 ,000	8			1,456			115			
64. Hoboken, N. J	I	2,000	8			1,102	9		183			
65. Peoria, Ill	1	2,500	22	977	23		17	1,576	245			
66. Evansville, Ind	1	1,800	٠.				15		185			
67. Manchester, N.H	1	2,200	16				16					
68. Utica, N.Y	´ I	2,500	20	900	21	976	18		170			
69. San Antonio, Tex	1	1,800	13	1,092	14	1,142	25		136	579		
70. Duluth, Minn	1	3,000	22		23	1,010	15		222			
71. Salt Lake City, Utah.	. 2	2,000	28	846	30	923	22	1,253	277	562	299	61
72. Waterbury, Conn	1	2,300	18	867	10	942	14	933	162	551	176	58
73. Elizabeth, N. J	1	2,700	16	845	17				116			63
74. Erie, Pa	1	2,100	18				17		180			
76. Wilkesbarre, Pa	1	1,000	16				18		146			
77. Kansas City, Kans.	1	1,500	22				21		154			
78. Norfolk, Va	I	2,000	0				12					
79. Harrisburg, Va	ī	2,000	16			1,024	33		138			
80. Yonkers, N.Y	ī	2,900	22				16					
Total	51	\$2,248	876	\$981	927	\$1,051	793	\$1,075	7 ,695	\$572	8 ,488	\$61

## CITIES WITH POPULATION OF 30,000 TO 50,000

The cities in this group number 58, Holyoke, Mass., with a population of 48,736, being the largest, and La Crosse, Wis., with 30,038, the smallest.

The average yearly salary of superintendent for the 53 cities in the group reporting in regard to that item is \$2,419, ranging from \$3,600 in Butte, Mont., to \$1,500 in Jacksonville, Fla., and Joplin, Mo.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 30,000 TO 50,000 POPULATION

Lower Industry	Carany	Harren Induntary	CATARY
LOWEST INDIVIDUAL	SALAKY	TIGHEST INDIVIDUAL	SALAKY
City	Amount	City	Amount
{ Jacksonville, Fla. }	\$1,500	Butte, Mont	\$3,600
Knoxville, Tenn		Newton, Mass	3,250
{ Elmira, N.Y. Chelsea, Mass. } · ·	300	Covington, Ky	1,250
Jacksonville, Fla	320	Holyoke, Mass. Newton, Mass. Brockton, Mass.	2,000
Montgomery, Ala	240	T) 3.7 T	1,900
Dubuque, Ia	250	Holyoke, Mass.	900
Knoxville, Tenn	200	Butte, Mont	900
Lowest Average S	Salary	HIGHEST AVERAGE	Salary
City	Amount	City	Amount
Knoxville, Tenn Knoxville, Tenn Knoxville, Tenn Jacksonville, Fla Jacksonville, Fla	\$855 540 607 493 321 350	Newton, Mass Newton, Mass Newton, Mass Bayonne, N. J Butte, Mont	\$3,250 1,245 1,291 1,900 823 850
	City  { Jacksonville, Fla. }   Joplin, Mo.  Lancaster, Pa.  Knoxville, Tenn  { Elmira, N.Y.   Chelsea, Mass. }  Jacksonville, Fla  Montgomery, Ala  Dubuque, Ia  Knoxville, Tenn  City  Knoxville, Tenn  Knoxville, Tenn  Knoxville, Tenn  Lowest Averace S	\[ \begin{array}{c ccccccccccccccccccccccccccccccccccc	City         Amount         City           { Jacksonville, Fla. } Joplin, Mo.         \$1,500         Butte, Mont.           Lancaster, Pa.         600         Newton, Mass.           Knoxville, Tenn.         475         Newton, Mass.           Chelsea, Mass.         300         Covington, Ky.           Jacksonville, Fla.         320         Holyoke, Mass. Newton, Mass. Brockton. Mass. Brockton. Mass. Brockton. Mass. Brockton. Mass. Brockton. Mass. Butte, Mont.           Knoxville, Tenn.         250         Butte, Mont.         Highest Average           City         Amount         City           Knoxville, Tenn.         \$855         Newton, Mass. Newton, Mass. Newton, Mass. Newton, Mass.           Knoxville, Tenn.         540         Newton, Mass. Newton, Mass. Newton, Mass.           Jacksonville, Fla.         493         Bayonne, N. J.           Jacksonville, Fla.         321         Butte, Mont.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 58 CITIES OF 30,000 TO 50,000 POPULATION

High Schools							Elementary Schools						
Сітч	Pri	ncipals	Теа	chers	Prin and T	cipals eachers	Prin	cipals	Teac	hers	Princ and Te	cipals achers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	
83. Holyoke, Mass		\$2,400		\$ 921		\$1 ,036	12	\$1,321	133		145		
84. Youngstown, Ohio 85. Fort Wayne, Ind	I	2,200	13 14	1,154 Q13	14 15	1,229 985	18 15		152 125		170 140	544 539	
86. Akron, Ohio	Ĩ	1,800	21	879	22	020	13	969	173		186	535	
87. Tacoma, Wash	1	1,800	19	924	20	968	19	1,124	167		186	714	
88. Covington, Ky	1	1,600	6	917	7	1,157			89		89		
89. Lancaster, Pa	4	863	8	616	12	698	19	567	89		108	445	
90. Lincoln, Neb	Ι	2 ,000	29	731	30	773	16	766	107	561	123	587 622	
92. Brockton, Mass	I	2,100	20 17	940 818	21 18	995 883	17	1,128	152 117	557 503	169 126	525 525	
94. Pawtucket, R. I	1	2,200	10	965	10	I,073	9 20	772	120		140	525 560	
os. Birmingham, Ala	2	1,215	13	658	15	732	10	875	80		99	472	
97. Spokane, Wash	ī	1,500	28	937	20	957	10	997	187	646	206		
98. Altoona, Pa	1	1,485	9	855	IÓ	873	12	866	137	443	149	477	
99. Augusta, Ga	I	1,800	4 18	675	5	900	7	1,104	82	450	89		
100. Saginaw, Mich	1	1,800		815		867	12	928	88	457	100	511	
104. Wheeling, W.Va	I	1,600	9	743	10	829	8	1,288	126	473	134	506	
106. Johnstown, Pa	1	1,300 2,300	10 18	819 8ce	11	863 982	22 16	732 860	118	522 528	140 135	555 568	

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 58 CITIES OF 30,000 TO 50,000 POPULATION—Continued

			C			1		Erm	MENTAR	w Con	0010	
		, I	ligh S	CHOOLS				ELE	MENTAR	Y SCH	OOLS	
Сіту	Pri	ncipals	Teac	hers		cipals eachers	Princ	cipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
108. Terre Haute, Ind	1	\$1,700	24	\$ 800	25	\$ 844	23	\$ 873	162	\$522	185	\$565
100. Allentown, Pa	ī	I,200	13	842	14	637	16	646	108	486		506
110. McKeesport, Pa	î	1,450	7	006	-78	974	9	1,180	135	502	144	545
111. Dubuque, Ia	î	2,000	13	862	14	943	ó	1,144	100		100	511
112. Davenport, Ia	ī	1,800	17	935	18	983	13	1,160	147	520	160	573
114. Salem, Mass	ì	2,500	17	933 982	18	1,067	21	931	80		110	639
115. Elmira, N.Y.	ī	2,300	21	605	22	682	10	1,315	114			495
116. Malden, Mass	ī	2,400	24	060	25	1,018	15	1,180	127		142	647
117. Bayonne, N. J	î	I,000	10	905	11	995	7	1,000	147	582		642
118. Superior, Wis	2	I,368	13	774	15	853	ó	957	116		125	584
110. York, Pa	ī	1,500	12	679	13	742	10	504	108			400
120. Newton, Mass	ī	3,250	21	I,245	22	1,201	22	1,400	140	1 9		755
121. Springfield, Ill	î	1,800	18	006	10	952	14	1,130	102			586
122. Butte, Mont	ī	2,200	18	1,028	10	1,000	15	1,137	156			850
123. Chester, Pa	î	1,425	12	680	13	745	4	701	126		130	445
124. Chelsea, Mass	1	2,800	16	016		1,026	12	1,060	117			600
125. Topeka, Kans	I	1 620	22	767	23	804	21	841	121			546
126. Fitchburg, Mass	ī	1,900	23	941		081	9	1,022	77			683
127. Knoxville, Tenn	3	855	11	540		607	ΙÓ	584	80			
128. East St. Louis, Ill	ī	1,600	12	925	13	977	11	1,118	100			631
129. Rockford, Ill	I	2,000	10	720		784	16	7.38	112			457
130. Atlantic City, N. J	I	1,500	- 8	791		836	5	650	93			492
131. Montgomery, Ala	2	1,045	7	683	ó	763	12	545	76			383
132. Taunton, Mass	1	2,000	11	600		1,000	18	768	111		120	
133. Newcastle, Pa	1	1,400	8	761	0	832	1.2	833	113			
134. Passaic, N. J	1	1,900	11	877		963	8	810	111			
135. Canton, O	1	1,520	16	870		908	14	040	123			
136. Jacksonville, Fla	1	1,200	5	640		733	10		92			
137. Galveston, Tex	r	2,000	5 6	1,018	7	1,159	Ó		79			
138. Sioux City, Ia	1	1,800	18	663			17	816	165			484
139. Auburn, N.Y	r	2,500	13	931	14	1,043	12	742	94			
140. Racine, Wis	7	1,800	13	810		880	9	1,322	98	494	107	
141. South Ómaha, Neb.	1	I,200	14	762	15	701	Ió		97			564
142. Joplin, Mo	1	1,080	10	592			12	624	84			410
143. Joliet, Ill					٠.		21	- 649	95			
144. Chattanooga, Tenn	1	1,200	Q	632	10	689	6	848	79			419
145. Woonsocket, R. I	1	1,500	8	788		867	17	629	60			
146. Sacramento, Calif	1	2,500	12	1,083	13	1,192	12	1,238	99			
147. La Crosse, Wis	1	1,700	11	743	12	822	6		110	477	116	
Total	65	\$1,682	810	\$850	875	\$912	759	\$922	6,642	\$517	7,401	\$558

#### CITIES WITH POPULATION OF 20,000 TO 30,000

The cities in this group number 74, Oshkosh, Wis., with a population of 29,919, being the largest, and Sandusky, Ohio, with 20,021, the smallest.

The average yearly salary of superintendent for the 67 cities reporting in regard to this item is \$2,313, ranging from \$4,000 in Brookline, Mass., to \$1,500, which is paid in five cities—Newport News, Va.; Roanoke, Va.; Columbus, S. C.; Bangor, Me.; Warwick, R. I.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 20,000 TO 30,000 POPULATION

	LOWEST INDIVIDUAL	Salary	HIGHEST INDIVIDUAL	SALARY		
Position	City	Amount	City	Amount		
Superintendents	Newport News, Va. Roanoke, Va. Columbia, S. C. Bangor, Me. Warwick, R. I.	\$1,500	Brookline, Mass	\$4,000		
Principals. Teachers—men. Teachers—women. Elementary schools: Principals—men. Principals—women. Teachers—men. Teachers—women.	{New Albany, Ind. Springfield, Mo. Muncie, Ind. Bangor, Me. Newport News, Va. Concord, N. H. Springfield, Mo. Cedar Rapids, Ia	720 450 360 405 325 315 225	Brookline, Mass Brookline, Mass San Jose, Calif East Orange, N. J Brookline, Mass San Jose, Calif (Pueblo, Colo { Evanston, Ill}	3,500 2,800 1,320 2,500 2,000 840 950		
	Lowest Average S	ALARY	HIGHEST AVERAGE SALARY			
Position	City	Amount	City	Amount		
High schools: Principals. Teachers. Principals and teachers. Elementary schools: Principals. Teachers. Principals.	Columbia, S. C	\$810 495 574 491 353 378	Brookline, Mass Newport, R. I. Brookline, Mass East Orange, N. J San Jose, Calif San Jose, Calif	\$3,500 1,296 1,550 2,267 769 810		

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS IN  $_{74}$  CITIES OF  $_{20,000}$  TO  $_{30,000}$  POPULATION

		I	IIGH S	CHOOLS	3			ELE	MENTAI	ку Sch	OOLS	
Сітч	Principals		Teachers			cipals eachers	Principals		Teachers		Principals and Teachers	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
148. Oshkosh, Wis	I I I I I I I I I I I I I I I I I I I	\$1,500 1,700 1,600 2,700 1,550 1,600 1,500 1,400 2,300 ,2,500 1,200 1,300 2,200 1,700 2,150	12 5 12 12 17 18 14 11 13 3 9 10 18 17	766 864 829 871 744 800 869 1,055 777 777 1,050 695 696 738 792 777	13 13 13 18 19 15 12 14 3 100 12 19 10 16	922 921 973 996 788 842 911 1,083 886 1,050 942 779 728 819 883 948	20 7 9 15 10 9 14 19 4 9 14 9 8 8 8	1,176 692 617 683 1,400 962 1,014	844 722 666 119 1127 74 79 85 86 77 86 109 75	448 605 451 528 429 418 516 439 388 502 460 473 410 482 483 486	104 79 75 134 122 83 89 99 105 81 95 81 85 117 83	501 635 482 575 455 445 578 484 428 498 439 544 529 534
169. Newburg. N. Y 170. Aurora, Ill	2	I,500 I,550	14 18	775 764	15 20	823 843	5 5	1,220 805	85 64	463 532	90 69	505 552

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 74 CITIES OF 20,000 TO 30,000 POPULATION—Continued

		I	IIGH S	SCHOOLS	;		-	ELE	MENTAI	RY SCE	OOLS	
Сігч	Pri	ncipals	Tea	chers		cipals eachers	Prin	cipals	Teac	chers	Princ and Te	ipals achers
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
171. Lima, Ohio	ı	\$1,500	8	\$ 625	9	\$ 723	9	\$ 697	82	\$393	O1	\$42
172. Nashua, N. H	1	2,000	9	767	10	890	5	720	48	416	53	44
73. Meriden, Conn	1	2,000	12	742	13	838	11	1,123	83	490	94	56
74. Jamestown, N. Y	1	1,800	16	700	17	765	12	648	58	440	70	47
75. Wichita, Kans	1	1,300	14	714	15	753	13	670	87	419	100	45
77. Poughkeepsie, N. Y.	I	2,000	14 13	900 819	15 14	973 004	11	858 653	63	594	74 67	63
78. Muncie, Ind	ī	1,260	12	600	13		8	630	57 61	474 495	60	50 51
79. Lewiston, Me	Î	1,800	7	664	8	734 806	ī	1,500	59	419	60	44
81. Cohoes, N. Y	ī	1,250	3	705	4	841		630	36 36	472	45	50
82. Zanesville, Ohio	1	1,450	12	- 656	13	717	9 8	555	75	525	83	52
83. Bloomington, Ill	1	1,600	16,	813	17	859	11	705	75	471	86	50
84. Newport News, Va	1	900	4	630	5	684	5	567	44	400	49	42
85. Colorado Spr., Col	1	1,900	15	1,009	16	1,065	14	1,076	93	730	107	77
86. Sheboygan, Wis	1	1,400	10	735	II	795	6	1,067	63	458	69	51
87. East Orange, N. J	I	2,900	17	1,144	18	1,242	6	2,267	75	660	81	77
88. Elgin, Ill	1	1,550	19	812	20	849 820	10	722	76	497	86	52
89. Watertown, N. Y	2	2,000	14	736	15		10	548 585	85	373	95	39
or. Austin, Texas	1	1,500	11	653 738	12	739 802	6	889	65	353 504	73 50	37 55
93. Burlington, Iowa	ī	1,500	12	739	13	798	11	1,014	44 92	474	103	53
94. Clinton, Iowa	ī	1,850	10	739	11	840	9	738	56	437	65	41
os. Pittsfield. Mass	1	2,000	0	804	IO	024	11	925	06	420	107	48
96. Roanoke, Va	1	1,125	7	739	8	788	7	823	51	392	58	44
97. Amsterdam, N. Y	1	1,800	7	714	8	850	5	800	52	543	57	56
98. Anderson, Ind	1	1,600	13	790	14	848	10	644	64	499	74	51
99. Norristown, Pa	I	1,800	11	723	12	813	6	750	52	442	58	47
oo. Columbia, S. C	1	810	3	495	_4	574	4	653	37	360	41	38
o1. Newport, R. I o2. Decatur, III o3. Bangor, Me	2 I	2,750	12	1,296	14	1,504	9	884	55	531 466	64	58
oz Bangor Me	Ť	1,600	14	683	19 15	736 784	2	705 1,125	59 79	413	70 81	50 43
o4. Waco, Texas	2	1,155	14	745	10	827	10	842	62	576	72	61
o5. San Jose, Cal	ī	2,640	10	1,284	11	1,407	7	1,321	86	760	93	81
o6. Oswego, N. Y	1	1,600	11	525	12	615	22	491	53	383	75	.41
07. Warwick, R. I							14	765	55	429	60	49
o8. Brookline, Mass	1	3,500	16	1,428	17	1,550	11	1,314	79	711	90	78
oo. Niagara Falls, N. Y.	1	1,800	15	707	16	775	8	863	75	443	83	48
10. Shenandoah, Pa	I	900	4	619	5	675	• •	:	55	398	55	39
14. Rock Island, Ill	I	1,500	10	795	11	859	9	768	64	456	7:3	49
15. Evanston, Ill 16. Leavenworth, Kans.			• • • •		6	••••	8	975	45	716	51 60	74 48
17. Port Huron, Mich	I	1,575	5 8	792 713	9	923 767	12	743 515	52 61	447 392		41
18. Paducah, Ky	τ.	1,200	3	600	4	750	5	700	58	407	73 63	43
19. Madison, Wis	ī	2,000	18	697	10	766	9	645	51	448	60	47
20. Chicopee, Mass	ī	1.800	6	783		929	ó	544	68	418	77	43
22. New Albany, Ind.	2	968	6	639	7 8	721	ıí	765	58	440	69	49
23. New Brunswick, N.J.	1	1,500	9	828	10	895	6	719	48	460	54	48
24. Concord, N. H	1	2,400	10	778 882	11	925	11	598	36	476	47	50
25. Medford, Mass	1	2,000	17		18	944	5	1,500	75	583	80	64
26. Muskegon, Mich	2	1,700	26	836	28	897	13	494	56	417	69	43
27. Battle Creek, Mich.	I	1,500	11	818	12	875	8	547	51	447	60	46
28. Winona, Minn	I	1,600	13	777	14	836 800	6	769 808	58	485	66	51
20. I Gui Amooy, N. J. J	1 2	1,100	12	838 621	5		10	581	59	459	65 60	49 47
30. Green Bay, Wis 32. Sandusky, Ohio	1	1,413	6	813	7	734 868	7	664	59 55	459. 430	62	47
Total	80	\$1,691	820	\$798	900	\$877	666	\$794	5,001	\$479	5,667	\$51

## CITIES WITH POPULATION OF 15,000 TO 20,000

The cities in this group number 60, Marion, Ind., with a population of 19,908, being the largest, and Ogdensburg, N. Y., with 15,033, the smallest.

The average yearly salary of superintendent for the 55 cities reporting is \$2,034, ranging from \$4,000 in Montclair, N. J., where the superintendent acts as principal of the high school also, to \$440 in Danville, Va.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 15,000 TO 20,000 POPULATION

	LOWEST INDIVIDUAL	SALARY	HIGHEST INDIVIDUAL SALARY			
Position	City	Amount	City	Amount		
perintendents. gh schools: Principals. Teachers—men. Teachers—women ementary schools: Principals—men. Principals—women. Teachers—men. Teachers—men.	Danville, Va	\$440 720 450 315 360 352 360 216	Plainfield, N. J.  Stamford, Conn Ann Arbor, Mich Montclair, N. J.  Berkeley, Cal Montclair, N. J.  [Union, N. J. ] New Rochelle, N. Y ] New Rochelle, N. Y ] (Montclair, N. J. ] (Montclair, N. J.	a\$3,800 a2,300 1,700 1,600 1,800 1,500 800 900		

_	LOWEST AVERAGE S	ALARY	Highest Average Salary			
Position	City	Amount	City	Amount		
High schools: Principals. Teachers Principals and teachers Elementary schools: Principals Teachers Principals Teachers Principals and teachers.	Danville, Va  Danville, Va  Lebanon, Pa  Key West, Fla	720 405 510 425 316 360	Stamford, Conn Berkeley, Calif Lafayette, Ind Berkeley, Calif Alameda, Calif Alameda, Calif	1,307		

a Not including one city in which the superintendent is also principal of the high school (Montclair, N. J., \$4,000).

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

b Employ principal only. Highest average where both principal and teachers are employed—Berkeley, Calif., \$1,263.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 60 CITIES OF 15,000 TO 20,000 POPULATION

	l	I	Іісн S	Сноог	;	<u> </u>		ELE	MENTA	RY SCE	TOOLS	
Сітч	Pri	ncipals	Tea	chers		cipals eachers	Prin	cipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	Ņo.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
233. Marion, Ind	1	\$1,500	11		12		9	\$ 785	77		86	\$552
234. Burlington, Vt 235. Northampton, Mass	1	2,200 I,700	12 11	667 705	13 12	785 788	8 3	619	45 68	422 452	53 7.1	452 480
236. Gloversville, N. Y	ī	1,600	11	627	12	708	9		48	424	57	448
237. Galesburg, Ill 238. Central Falls, R. I.	1	2,000	17	726	18	797	8 8		62		70	495 468
238. Central Falls, R. 1	I	1,600 1,500	4 10	773 770	5 11	938 836		560 670	40 72		48 81	408 449
241. Lorain, Ohio	ī	1,200	7	699	8	761	9 6	758	58		64	494
242. Shamokin, Pa	1	1,200	7	839	8	884	6	017	57		63	404
243. Newark, Ohio	I	I,400	9 7	733	10 8	800 938	10 8	558 599	61 57	430 404	71 65	448 428
247. Mansfield, Ohio 248. Richmond, Ind	ī	1,500	11	630	12	703	8	698	55	404	63	439
248. Richmond, Ind	Į	1,500	12	883	13	931	9	787	58		67	585
249. New London, Conn.	(a)	(a)	(a)	(a)	(a)	(a)	5 7	800	61	481	66	505
250. Lafayette, Ind 252. Lebanon, Pa	1	I,500 I,000	5	685	6	1,500	12	971 425	72 54		79 66	582 360
253. E. Liverpool, Ohio	1	1,350	5 8	731	9	738 800	8	560	53		61	391
255. Stockton, Calif	1	2,250	11	1,018	12	1,121	10		47	751	57	812
256. San Diego, Calif 257. Great Falls, Mont	I	1,600 1,300	14 6	923 906	15 7	968 963	7	1,050	56 47		63 54	733 761
258 Belleville III.	1	1,300	5	88o	6	950	7 6	725	54		60	485
250. Alameda, Calif 260. Danville, Ill	1	1,925	12	1,063	13	1,130	6	1,293	70	785	76	825
260. Danville, Ill	1	1,250	9	712	10	766	7	750	52	416	59	456
261. Columbus, Ga 262. Portsmouth, Va	I	I,200 I,200	5 2	587 625	6	689 817	4		34 33		38 36	579
263. Marinette, Wis	1	I,000	8	608	9	651	7	579	33 46		53	450 442
263. Marinette, Wis 264. El Paso, Texas	1	1,350	9	883	10	930	7	994	58	712	65 88	742
265. Eau Claire, Wis 266. Lansing, Mich	1	1,750	12	665	13	748	17	659	71	409		458
200. Lansing, Mich	1	I,400	13 4	671 741	14 5	723 863	12 4	525 833	56 44		68 48	426 520
267. Braddock, Pa 268. Danville, Va	ī	720	2	405	3	510	5	614	47	351	52	377
260. Logansport, Ind	1	1,200	8	692	9	748	5	693	56	470	61	489
270. Shreveport, La 271. Key West, Fla 272. Stamford, Conn	1	1,800	4	969	5	1,134	4	698	31		35	533
271. Key West, Fla	т.	2,300	10	1,068		1,180	4 0	680 1,172	22 81	316 402	26 00	372 560
273. LOCKPORT, N. Y	I	1,800	II	768	12	854	9	-650	53	425	62	457
or Orden Utah	I	1,200	11	781	12	816	11	778	84		95	460
276. Plainfield, N. J 277. Union, N. J 279. New Rochelle, N. Y.	I	2,000 1,600	9 7	892 836	10 8	1,003	5	830	51 46	567 542	56 47	591 556
270. New Rochelle, N. Y.	1	1,800	13	831	14	000		1,140	70		75	706
280. Berkeley, Calif 281. Elkhart, Ind	1	2,000	18	I,222	19	1,263	5 6	1,307	65	735	71	784
281. Elkhart, Ind	I	1,420	9	702	10	773 664	8	615	49	476	57	495
282. Atchison, Kans 283. Parkersburg, W. Va.	I 2	900	3 6	585 737	8	802	4 10	585 663	34 59	408	38 60	427 454
284. Pottsville, Pa	I	1,700	4	975	5	1,120	10	702	44		54	471
285. Michigan City, Ind	I	1,200	5	771 687	6	843	5	521	51	487	56	490
286. Appleton, Wis 287. Fond du Lac, Wis	2 I	1,500 1,300	13 12	087 708	15 13	795 754	2	1,150	48 39	418 428	50 46	447
288. Ann Arbor, Mich	1	1,800	10	939	20	983	7 8	575	39		47	458 468
289. Asheville, N. C 291. Bradford, Pa	1	1,100	4	446	5	576	5 6	576	34	354	39	382
291. Bradford, Pa	I	1,450	10	726 680	11	791	6	700 668	46		52	465
292. Jacksonville, Ill 293. Sedalia, Mo	T	1,200	9 8	614	10	732 686	8	578	47 48	495 361	53 56	515 392
294. Montclair, N. J	(b)	(b)	20	1,073	20	1,073	6	1,208	50	654	56	713
294. Montclair, N. J 295. Rome, N. Y 296. Alton, Ill	Ì	1,700	6	604	7	761	7 8	579	33	410	40	447
296. Alton, Ill	I	1,500 1,600	6	850 863	7	943	8	756 621	39		47	528 478
300, Hazelton, Pa	1	I,200	4 6	668	5 7	744	7	624	43 47	454 432	50 54	457
300. Hazelton, Pa 301. Waterloo, Iowa	1	990	7	540	7 8	596	7 6	612	25	454	32	488
302. Ogdensburg, N. Y	I	1,800	6	742	7	893	6	492	30	378	36	397
Total	59	\$1,464	502	\$ 799	561	\$ 86g	421	\$ 733	3,077	\$486	3 ,498	\$515
	39	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	J-2	. 199	3-1		7-1	,33	3,-11	1	3,490	

a No high schools, two endowed schools giving pupils from grammar schools a high school education free.

b Principal also superintendent of schools.

#### CITIES WITH POPULATION OF 10,000 TO 15,000

The cities in this group number 110, Kankakee, Ill., with a population of 14,966, being the largest, and Beaver Falls, Pa., with 10,150, the smallest.

The average yearly salary of superintendent in the 106 cities reporting that item is \$1,883, ranging from \$3,250 in Morristown, N. J., where the superintendent acts as principal of the high school also, to \$1,000 in Galena, Kans.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 10,000 TO 15,000 POPULATION

LOWEST INDIVIDUAL SALARY | HIGHEST INDIVIDUAL SALARY

_				
Position	City	Amount	City	Amount
Superintendents	Galena, Kans	\$1,000	Morristown, N. J	
Principals	Galena, Kans	560	Westfield, Mass	
Teachers—men Teachers—women	Columbia, Pa Mt. Carmel, Pa	360 270	La Salle, Ill	1,750
Elementary schools:	,	-,0		·
Principals	Owensboro, Ky Huntington, W. Va	405	Harrison, N. J	
Principals—women Teachers—men	Charleston, W. Va	300 303	Portsmouth, N. H Fresno, Calif	1,200
Teachers—women	Charleston, W. Va	180	Harrison, N. J	1,000
_	Lowest Average S	ALARY	Highest Average	SALARY
Position	City	Amount	City	Amount
High schools:				
Principals	Galena, Kans	\$560	Westfield, Mass	
Principals and teachers	Mt. Carmel, Pa Spartansburg, S. C	409 443	La Salle, Ill La Salle, Ill	1,133
Elementary schools:	•			
Principals	Galena, Kans Mt. Carmel, Pa	427	Harrison, N. J	1,700
TeachersPrincipals and teachers	Huntington, W. Va	311 320	Fresno, Calif Harrison, N. J	723 772
	J =,	0-9	, 3	, , -

a Also acts as principal of high school.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

# NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 110 CITIES OF 10,000 TO 15,000 POPULATION

	ī		IIGH S	CHOOLS				Elei	MENTAR	v Sch	OOLS	
						oine le		1	LLINATI	CI OCH		des a la
Сітч	Pri	ncipals	Теа	chers	and T	cipals eachers	Prin	cipals	Teac	hers	Princ and Te	achers
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
303. Kankakee, Ill	1	\$1,500	5	\$ 709	6	\$ 841	7	\$ 527	34	\$389	41	\$412
304. Plymouth, Pa 305. Cranston, R. I 306. Streator, Ill	1	765	1	720	2	743	3	585	35	378	38	394
305. Cranston, R. I	1	1,500	6	942 869	7	1,021	14	652	40	445	54	498
	I	2,000 I,200	9	760	. 6	982 833	9 6	588 875	41 51	506 466	50 57	521 509
308. Muscatine, Ia 309. Cheyenne, Wyo 310. Keokuk, Ia 311. Beverly, Mass.	1	1,200	5 8	606	9	672	8	709	54	453	62	493
309. Cheyenne, Wyo	1	1,200	3	740	4 8	855	4	752 868	25	648	29	-662
311. Beverly, Mass	I	1,330 2,000	7 15	765 760	16	823 8 <b>3</b> 8	6	623	48 54	464 486	54 65	509 905
312. Watervliet, N. Y 313. Manistee, Mich	1	1,000			1	1,000	6	600	36	456	42	477
313. Manistee, Mich	2	1,025	10	615	12	683	5	565 617	51		56	404
314. Bridgeton, N. J 315. Mt. Carmel, Pa	Ţ	1,000	5 7	515 409	8	596 493	3 5	461	42 29		45 34	401 333
316. Clinton, Mass	ī	I ,600	5	770	6	908			44	463	44	463
317. Newburyport, Mass.	1	2,000	7	807	8 6	956		738	29	409	37	479
318. Steubenville, O 321. Wilkinsburg, Pa 322. Fort Dodge, Ia	I	I,400 I,200	5 5	770	6	875 853	6 3	825	43	463 580	49 50	508 500
322. Fort Dodge, Ia	ī	1,400	7	624	8	721	4	540	47 38	441	42	450
323. Woburn, Mass	1	2,000	10	730	11		13	691	46	498	59	541
324. Melrose, Mass 325. Hammond, Ind	1	2,100 1,000	14	827 641	15	912 693	5 5	1,040 623	57		62 44	563 518
326. Carbondale, Pa	I	1,500	8	688	9	778	9	567	39 42		51	463
326. Carbondale, Pa 327. Ashtabula, O 328. Freeport, Ill	1	900	4 8	621	5	778 677	9 6	559	30	306	36	423
328. Freeport, Ill	1	1,100	8 2	738 698	9	778	5		38		43	473
330. Hyde Park. Mass	I	2.000	13	738	3	765	4	1,300	43 33			454 554
330. Hyde Park, Mass 333. Laredo, Tex 334. Ashland, Wis			2	540	2	540			19		19	476
334. Ashland, Wis	I	1,200	8	674	12	718	6		43	530	49	550
335. Oil City, Pa	I	1,700	3	738 750	9	845 750		700	49 44		49 49	482 579
336. Homestead, Pa 338. Leominster, Mass 339. Janesville, Wis	1	1,600	12	638	13	712	7	589	35	443	42	468
339. Janesville, Wis			14	694	14			608	51	382	51	382
342. Owensboro, Ky 343. Pottstown, Pa	I	I,200 I,000	6	630	7	711 786		008	38 64			
344. Helena, Mont 345. Ithaca, N. Y 347. Marlboro, Mass	1	2,000	10	887	11	988	7		34	707	41	741
345. Ithaca, N. Y	1	1,500	15	885	16				42		42	471
349. Chillicothe, O	I	1,800	10						49 55			530 447
350. Menominee Mich	ī	950	5	602	7	651	6	482	35	427	41	435
351. Auburn, Me 352. Ansonia, Conn 354. Dover, N. H	I	1,600	11					473	56	320	63	337
352. Alisonia, Conn	1	I,000	4 5		5	700 850		900	57 34			551 470
355. wausau, wis	ī	1,500	6	658			8		43		51	
356. East Providence, R.I.	1	1,500		633	7	757	7		56			429
357. Cairo, Ill	2 I	1,050	٥		10				32 46			
360. Spartansburg, S. C.	ī	900	5	351				558	21	339	23	358
361. Leadville, Colo 362. Westfield, Mass	1	1,200	6	1,000					27			
364. Marion, O	I	2,600 1,000	8	1,039	IC		5 5	780 514	35			
364. Marion, O 366. Fresno, Calif	1	1,600		1,083	il Ic	1,135	:  8		45 66	723		761
367. Natchez, Miss	1	1,500				826		675	33			
368. Manitowoc, Wis 370. Columbia, Pa	I	1,700	7 3					675	39			
371. Oklahoma, Okla 372. Hannibal, Mo	1	1,400			12			090	87	455		
372. Hannibal, Mo	1	1,200			2 7						52	432
375. Marshalltown, Ia 376. Lansingburg, N. Y	I	I,500							43	462		
377. Saratoga Spr., N. Y.	ī	1,500		767		1 1 7	i	875 688	30	466	42	
377. Saratoga Spr., N. Y. 378. Massillon, O 379. Huntington, W. Va	1	1,200	4		) 5	760			1 38	450	44	483
379. Huntington, W. Va 380. Attleboro, Mass	2 I	660		573	3	608						
281. Charleston W. Va	Т т	900				644		530		3 375		
382. Galena, Kans 383. Dunkirk, N.Y 384. Morristown, N. J 385. Hornellsville, N. Y.	1	560	) 3	413	3 4	450	5 3	427	18	329	21	343
383. Dunkirk, N.Y	2	1,150			8 6		15		3:	446		
385. Hornellsville, N. V	::		111							577		
380. Greenwich, Conn	1		4	773	5 4	775			1	610	15	010
387. Milford, Mass 388. Ironton, O	1	1,700		650	) (				30			
380. Fort Smith. Ark	t	1,200		836	5 8	883		675 7 780	4.		3 50	
391. Greensboro, N. C		-,3	1									
		1	1	1	1	1	1	i	<u> </u>	1	1	

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 110 CITIES OF 10,000 TO 15,000 POPULATION—Continued

		F	IIGH S	Schools	5			Ele	MENTAI	RY SCE	OOLS	
Сітч	Pri	ncipals	Tea	chers	Prin and T	cipals eachers	Prin	cipals	Teac	hers	Princ and Te	ipals achers
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
302. Kearney, N. J			. 4	\$ 888		\$ 888	6	\$ 996	42	\$520	48	\$ <sub>5</sub> 8c
304. Tiffin, Ö	1	\$1,100	* 5	625	6	704		644	26		30	
305. Phillipsburg, N. J	ī	I,000		775		820	4	650	40			455 482
306. Sault Ste Marie, Mich	1		4		5 8		6				42	
390. Sault Ste Marie, Mich		925	7	671		706		646	44		50	520
397. Pine Bluff, Ark	1	1,125	I	1,125	2	1,125	2	855	56	474	58	48
398. Peabody, Mass	1	I,700	8	731	9 8	839	7	829	36	432	43	496
400. Framingham, Mass	1	1,900	7	779		919	6	663	36	467	42	471
401. Naugatuck, Conn	1	I,200	5 6	770	6	842	10	609	34	498	44	523
402. Corning, N. Y			6	721	6	721	1	700	20	473	21	48;
403. Revere, Mass	1	1,500	5	6co	6	750	9	800	56	400	65	541
404. Rutland, Vt	1	1,500	7	671	8	775	8	478	32		40	410
405. Adams, Mass	1	1,600	7 6	667	7	800	4	875	40		44	460
406. Beloit, Wis	ī	I,000	9	618	10	656	6	586	44		50	444
407. Walla Walla, Wash	ī	I,000	5	780	6	817	4	938			48	652
408. Gardner, Mass	1	1,800	11	650	12		6		44			
410. Butler, Pa						754		456	33	371	39	384
	I	1,500	4 6	619	5	795	5	900	44		49	461
411. Weymouth, Mass	1	1,400		625	7	736	9	689	59	521	68	543
412. Guthrie, Okla	I	1,200	9	680	10	732	5	630	38	443	43	465
414. Kokomo. Ind	1	1,200	10	630	11	682		630	41	458	47	480
415. Harrison, N. J							2	1,700	16	655	18	772
416. Geneva, N. Y	2	950	9	630	11	695	8	600	23	480	31	511
417. Pittsburg, Kans	1	720	9	483	10	507	4	540	40	377	44	392
418. Mankato, Minn	1	850	6	660	7	687	2	585	32	447	34	455
410. Lawrence, Kans	ī	1,400	10	576	11	651	7	614	31	425	, 38	457
420. Sherman, Tex	ī	I,000		370	l î	1,000	4	686	37	528	41	543
421. Bath. Me	ī	1,500	6	721	7	832	13	459	32	357	45	364
422. Ottawa, Ill	1				6			I,000			45 46	
423. Portsmouth, N. H.		2,100	5	1,120		1,133	5		41	540		590
423. Fortsmouth, IV. H	1	1,700	9 6	725	10	721	3	1,167	32	470	35	539
424. Little Falls, N. Y				742	6	742	2	800	24	483	26	508
425. Johnstown, N. Y	1	1,300	6	650	7	743	4 8	525	36		40	435
428. Southbridge, Mass			4	663	4	663		453	24	384	32	401
429. Athens, Ga	2	1,500			2	1,500	2	630	2 I	497	23	508
430. Henderson, Ky	1	1,200	6	575	7	750	5	810	38	399	43	447
432. LaSalle, Ill	1	2,400	12	1,133	13	1,231	5	650	23	557	28	573
434. Peekskill, N. Y			2	5.50	2	550	3	542	21	461	24	471
435. Meadville, Pa	1	000	9	580	10	612	2	800	36	465	38	483
436. Marquette, Mich	ī	1,250	7	820	8	931	7	657	28	496	35	528
438. Beaver Falls, Pa	Ť	I,000	3	765	4	824	4	545	31	413	35	428
											- 35	
Total	103	\$1,317	701	\$ 709	804	\$ 787	552	\$ 680	4,307	\$456	4,859	\$482

#### CITIES WITH POPULATION OF 8,000 TO 10,000

The cities in this group number 87, Hot Springs, Ark., with a population in 1900 of 9,973, being the largest, and Cripple Creek, Colo., with 7,000, the smallest.

The average yearly salary of superintendent in 85 cities reporting is \$1,770, ranging from \$3,000 in Bloomfield and Long Branch, N. J., to \$750 in Annapolis, Md.

The average yearly salaries for the several classes of teachers for the entire group have been shown in the first summary table (Table A) preceding and need not be repeated here.

The lowest and highest individual and average yearly salaries in the cities of this group and the cities in which paid are shown for each of the classes of teachers in the following tabular form:

LOWEST AND HIGHEST INDIVIDUAL AND AVERAGE YEARLY SALARIES AND CITIES IN WHICH PAID, FOR CITIES OF 8,000 TO 10,000 POPULATION

	LOWEST INDIVIDUAL	Salary	Highest Individual	Salary
Position	City	Amount	City	Amount
Superintendents	Annapolis, Md	a\$750	{Bloomfield, N. J. Long Branch, N. J. a}	\$3,000
High schools: Principals. Teachers—men. Teachers—women. Elementary schools: Principals—men. Principals—women. Teachers—men. Teachers—women.	Newbern, N. C  Owosso, Mich. Frederick, Md. Frederick, Md.  Newbern, N. C  Warren, Pa.  Frederick, Md.  Frederick, Md.  Frederick, Md.  Frederick, Md.	600 500 234 320 405 195 150	Arlington, Mass Long Branch, N. J Pasadena, Calif Watertown, Mass (Pasadena, Calif.) Wakefield, Mass West Chester, Pa. Plymouth, Mass Plattsburg, N. Y	2,400 1,400 1,100 1,400 1,000 900 850
_	Lowest Average S	SALARY	HIGHEST AVERAGE	Salary
Position	City	Amount	City	Amount
High schools: Principals. Teachers. Principals and teachers. Elementary schools: Principals. Teachers. Principals.	Newbern, N. C	\$600 300 300 320 224 244	Arlington, Mass Cripple Creek, Colo Cripple Creek, Colo Willimantic, Conn Cripple Creek, Colo Cripple Creek, Colo	\$2,400 1,080 1,125 1,250 736 773

a Also principal of high school.

Comparison of all the cities of this group as to the salaries of principals and teachers separately and in combination for both high and elementary schools may be made in the following table:

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 87 CITIES OF 8,000 TO 10,000 POPULATION

		F	ligh S	chools				ELE	MENTAI	ку Sch	ools	
Стту	Prir	icipals	Tea	chers		cipals eachers	Prin	cipals	Teac	hers	Princ and Te	
	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
430. Hot Springs, Ark 441. Fort Scott, Kans 442. Sunbury, Pa. 443. Pontiac, Mich. 443. Pontiac, Mich. 445. Watertown, Mass. 446. Ironwood, Mich. 447. Anniston, Ala 448. Bloomfield, N. J. 450. Adrian, Mich. 451. Carlisle, Pa. 452. Mattoon, Ill. 453. Plymouth, Mass 455. Middletown. Conn. 456. Escanaba. Mich. 457. Hudson, N.Y. 458. West Chester, Pa. 460. Huntington, Ind. 461. Natick, Mass		\$ 900 1,250 900 1,200 2,100 1,000  1,200 850 1,800 1,800  1,000	4  9 8 4	775 725  833 666 613 576 650 608 667 575 881	9 7 7 7 5  9 9 5 8 8 6 9 7 7 6	\$675 599 729 750 964 780  833 725 660 629 842 608 714 575 939 838 780	4 4 6 4 1 5 3 3 4 1 3 5	\$630 535 473 483 875 638 585 817 425 650 459 900 608 600 500	40 32 27	400 423 387 552 523 397 540 411 406 459 535 538	48 38 33 34 26 6 20 28 41 42 24 39 24	413 415 404 450 462 479 460

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, IN 87 CITIES OF 8,000 TO 10,000 POPULATION—Continued

### doc. Frankfort, K.Y.   1   \$850   3   \$500   4   \$588   1   \$600   16   \$405   17   \$44   \$450   \$450   \$464   Amesbury, Mass.   1   1,600   6   502   7   736   5   \$488   20   302   25   44   \$465   Beaumont, Tex.   1   1,335   2   500   3   7   508   4   503   39   513   43   52   52   52   52   52   52   52   5			F	IIGH S	CHOOLS				ELI	EMENTA	RY SCE	iools	
Acc. Frankfort, Ky.	Сітч	Pri	ncipals	Теа	chers	Prin and T	cipals eachers	Prin	cipals	Teac	hers	Princ and Te	ipals achers
463. Waterville, Me		No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary	No.	Av'ge Salary
464. Amesbury, Mass	462. Frankfort, Ky					4	\$ 588						\$440
469. Beaumont, Tex.	.c. Amaahumu Maaa		1,400	5					500	30			408
### Oblois, Pa.	465. Olean, N.Y	_			650		814	3 7					459
### Oblois, Pa.	469. Beaumont, Tex		1,135	2	630		798		630	39	517	43	527
### Oblois, Pa.	470. Waukegan, Ill			5	710			3	950	34			507
### Oblois, Pa.	471. Cartnage, Mo						724 620				300		445
### Oblois, Pa.	473. Port Jervis, N.Y		1,200		720		800			32	466		478
470. Wakefield, Mass.   1   2,000   722   10   850   0   725   21   304   25   42   481. Iron Mountain, Mich   1   1,100   7   706   8   755   5   637   47   502   25   51   483. Oscalosos, Ia.   1   1,000   9   585   10   627   5   630   34   418   30   44   484. Webb City, Mo.   1   900   5   540   6   538   3   450   21   405   24   41   486. Batavia, N.Y.   1   1,700   6   657   7   831   1   850   34   313   35   32   488. Pasadena, Calii.   1   1,300   15   910   10   77   783   5   513   20   440   30   448   88. Champaign, III.   1   1,300   15   910   10   783   5   513   20   470   20   20   20   20   20   20   20			900	4	585		`648		540	30	413	36	. 434
470. Wakefield, Mass.   1   2,000   722   10   850   0   725   21   304   25   42   481. Iron Mountain, Mich   1   1,100   7   706   8   755   5   637   47   502   25   51   483. Oscalosos, Ia.   1   1,000   9   585   10   627   5   630   34   418   30   44   484. Webb City, Mo.   1   900   5   540   6   538   3   450   21   405   24   41   486. Batavia, N.Y.   1   1,700   6   657   7   831   1   850   34   313   35   32   488. Pasadena, Calii.   1   1,300   15   910   10   77   783   5   513   20   440   30   448   88. Champaign, III.   1   1,300   15   910   10   783   5   513   20   470   20   20   20   20   20   20   20	475. Dubois, Pa				540				540	39	397		404
470. Wakefield, Mass.   1   2,000   722   10   850   0   725   21   304   25   42   481. Iron Mountain, Mich   1   1,100   7   706   8   755   5   637   47   502   25   51   483. Oscalosos, Ia.   1   1,000   9   585   10   627   5   630   34   418   30   44   484. Webb City, Mo.   1   900   5   540   6   538   3   450   21   405   24   41   486. Batavia, N.Y.   1   1,700   6   657   7   831   1   850   34   313   35   32   488. Pasadena, Calii.   1   1,300   15   910   10   77   783   5   513   20   440   30   448   88. Champaign, III.   1   1,300   15   910   10   783   5   513   20   470   20   20   20   20   20   20   20	477. Corsicana, Tex				300		715		053	20			
48a. Fr. Madisson, Ja	470. Wakefield, Mass				722		850				460	47	502
88.4 Webb City, Mo. 1 900 5 \$40 6 600 3 405 23 308 20 408.4 Webb City, Mo. 1 900 5 \$40 6 600 3 405 23 308 20 408.4 Webb City, Mo. 1 900 5 \$40 6 600 3 405 23 308 20 408.4 Webb City, Mo. 1 900 5 \$40 6 600 3 405 23 308 20 408.4 Webb City, Mo. 1 900 5 \$40 6 600 3 405 23 405 24 41 405 24 41 406 84 87.4 Webb City, Mo. 1 1, 400 5 \$60 675 7 821 1 850 34 403 64 40 36 44 40 40 40 40 40 40 40 40 40 40 40 40	480. Ft. Madison, Ia		900		540	4	630		562	21	394	25	421
484. Webb City, Mo.	481. Iron Mountain, Mich		1,100				755				502		515
486. Batavia, N.Y.	484 Webb City Mo										308	39	445 400
489. Champaign, III.   1   1,350   9   720   10   934   5   1,000   53   076   58   31   46   490. Newbern, N. C.   1   600   1   400   2   500   1   320   21   277   22   27   490. Newbern, N. C.   1   600   1   400   2   500   1   320   21   277   22   27   494. Cortland, N.Y   1   1,200   5   680   6   767   5   630   30   462   35   48   493. Duquesne, Pa.   1   900   2   720   3   780   3   720   48   492   51   47   494. Cortland, N.Y   1   1,300   3   667   4   825   5   670   27   452   32   48   492   51   47   498. Willimantic, Conn.   1   1,000   5   660   6   675   5   740   6   575   28   451   34   47   498. Willimantic, Conn.   1   1,000   5   660   6   867   2   1,250   29   455   31   50   500. Cumberland, R. I.   1   1,000   3   467   4   600   7   600   30   454   37   48   48   503. Boone, Ia   10   880   10   880   5   563   44   425   49   43   434   41   46   600   7   600   30   454   37   48   48   48   48   48   48   48   4	485. Phœnixville, Pa										405	24	412
489. Champaign, III.   1   1,350   9   720   10   934   5   1,000   53   076   58   31   46   490. Newbern, N. C.   1   600   1   400   2   500   1   320   21   277   22   27   490. Newbern, N. C.   1   600   1   400   2   500   1   320   21   277   22   27   494. Cortland, N.Y   1   1,200   5   680   6   767   5   630   30   462   35   48   493. Duquesne, Pa.   1   900   2   720   3   780   3   720   48   492   51   47   494. Cortland, N.Y   1   1,300   3   667   4   825   5   670   27   452   32   48   492   51   47   498. Willimantic, Conn.   1   1,000   5   660   6   675   5   740   6   575   28   451   34   47   498. Willimantic, Conn.   1   1,000   5   660   6   867   2   1,250   29   455   31   50   500. Cumberland, R. I.   1   1,000   3   467   4   600   7   600   30   454   37   48   48   503. Boone, Ia   10   880   10   880   5   563   44   425   49   43   434   41   46   600   7   600   30   454   37   48   48   48   48   48   48   48   4	486. Batavia, N.Y			5	580		717			36	440		440
480. Champaign, III	487. Keene, N. H	_				76			850	34	313	035	328
493. Duquesne, Pa.   1   1,200   5   080   0   707   5   030   30   402   35   48   492   511   47   494. Cortland, N.Y.	480. Champaign, Ill				720		783	5					460
493. Duquesne, Pa.   1   1,200   5   080   0   707   5   030   30   402   35   48   492   511   47   494. Cortland, N.Y.	490. Newbern, N. C		600		400	2	500		320	21			279
496. Alliance, Ohio	402. N. Tonawanda, N. Y.						767	5	030	30	462		
496. Alliance, Ohio	493. Duquesne, Pa	1	900						720				477
409. Willimantic, Conn. 1 1,000 4 675 5 740 6 75 575 28 451 34 47 500. Cumberland, R. I. 1 1,000 3 467 4 600 7 609 30 455 31 500. Cumberland, R. I. 1 1,000 3 467 4 600 7 609 30 455 31 500. Cumberland, R. I. 1 1,000 3 467 4 600 7 609 30 455 31 500. Cumberland, R. I. 1 1,000 3 467 4 600 7 609 30 454 37 48 501. Sharon, Pa. 1 945 3 750 4 790 7 614 34 434 41 46 65 503. Boone, Ia	406. Alliance, Ohio		T .300		667		825		670	25			454 486
498. Willimantic, Conn         1         1,000         5         660         6         867         2         1,250         20         455         31         58           500. Cumberland, R. I         1         1,000         3         467         4         600         7         600         30         454         37         48           503. Boone, Ia         1         1         945         3         750         4         790         7         614         34         434         41         46           504. Long Branch, N. J         10         880         10         880         5         940         40         555         515         59           505. Chambersburg, Pa         1         720         3         525         4         574         6         404         26         341         32         35         505         Chambersburg, Pa         1         1,200         3         600         4         750         1         500         14         452         115         35         35         30         223         30         423         30         423         30         423         30         423         30         42	407. Lincoln, Ill	-	1,000		675		740	6		28			473
501. Sharon, Pa.         1         945         3         750         4         709         7         614         34         434         41         46         503. Boone, Ia.         1         880         10         880         5         563         44         425         49         43         504. Long Branch, N. J.         1         720         3         525         4         577.         6         494         26         341         32         37         505. Webster, Mass.         1         1,200         3         600         4         7750         1         500         14         452         15         45         505         509. Dollon.         1         1,500         9         644         10         685         .         .         30         423         30         423         30         423         30         509. Dollon.         1         1,000         8         600         9         644         10         685         .         .         30         423         30         423         30         429         40         43         436         44         434         434         44         43         437         43         44         434	498. Willimantic, Conn		1,900		660	6	867	2	1,250	29	455	31	506
505. Chambersburg, Pa.         1         720         3         525         4         574         6         494         20         341         32         360         600         4         750         1         500         14         452         15         45         45         505         14         452         15         45         505         150         14         452         15         45	500. Cumberland, R. 1							7					483
505. Chambersburg, Pa.         1         720         3         525         4         574         6         494         20         341         32         360         600         4         750         1         500         14         452         15         45         45         505         14         452         15         45         505         150         14         452         15         45	501. Sharon, Fa		810	3	750	8	799 616			34			
505. Chambersburg, Pa.         1         720         3         525         4         574         6         494         20         341         32         360         600         4         750         1         500         14         452         15         45         45         505         14         452         15         45         505         150         14         452         15         45	504. Long Branch, N. J.				880			5		46			593
507. Elyria, Ohio         I         I         1,050         9         644         10         68s           30         423         30         423         52         508. Selma, Ala           3         800         3         707         20         496         23         52         500. Owasso, Mich         I         I         1,000         8         600         9         644         3         567         31         391         34         40         510. Nemia, Ohio         2         1,250         8         800         10         800         5         60         30         625         30         428         34         40         513. Arlington, Mass.         1         1,200         5         750         6         775         2         675         27         480         29         49         49         514. Washington, Ind.         1         900         5         750         6         775         2         675         27         480         29         49         49         515. Washington, Ind.         1         90         10         701         3         34         480         30         30         50         515. Masti	505. Chambersburg, Pa								494	26	341	32	370
508. Selma, Ala.          3         800         3         800         3         707         20         490         23         52         500. Owasso, Mich         1         1         1,000         8         600         9         644         3         567         31         391         34         40           510. Xenia, Ohio         2         1,250         8         800         10         806         5         630         29         438         34         46           512. Wabash, Ind.         1         1,200         9         607         10         666         5         630         29         438         34         46           513. Arlington, Mass.         1         1,400         5         720         6         1,000         3         850         36         688         39         62           515. Danvers, Mass.         1         1,600         600         10         701         3         742         36         489         39         59           516. Annapolis, Md.         1         1,000         3         583         4         713          28         360         28         36         29	506. Webster, Mass						750						455
500, Owasso, Mich.         1         1         1,000         8         600         9         644         3         507         31         391         34         40           510. Xenia, Ohio.         2         1,250         8         800         10         800         5         630         29         438         34         46           512. Wabash, Ind.         1         1,200         5         720         6         1,000         3         850         36         688         30         48         888         30         437         34         49         49         48         49         48         49         49         49         49         49         49         48         48         30         437         34         49         49         49         49         49         49         49         49         49         49         49         49         41         41         48         40         437         34         49         430         48         30         437         34         49         49         49         49         49         49         49         49         49         49         49         49         49	507. Elyria, Olio	-1	1,050								423		
Sto. Xenia, Ohio   2	500. Owasso, Mich		1,000	8			644		567		391		406
\$13. Arlington, Mass	510, Xenia, Ohio		1,250	8	800		890	5	630	29	438	34	466
514. Washington, Ind.         1         900         5         750         0         775         2         675         27         480         29         49         49         515. Danvers, Mass.         1         1,600         8         625         9         733         4         888         30         437         34         49         518. Warren, Ohio.         1         1,700         9         690         10         701         3         742         36         489         30         50         510. Annapolis, Md.         1         1,700         9         690         10         701         3         742         36         489         30         50         510. Annapolis, Md.         1         1,000         6         638         7         689         5         540         33         407         38         47         33         407         38         47         33         407         38         47         33         407         38         47         34         409         34         49         34         40         40         40         40         40         40         40         40         40         40         40         40         40 <t< td=""><td>512. Wabash, Ind</td><td></td><td></td><td>9</td><td></td><td></td><td></td><td>5</td><td>030</td><td></td><td></td><td></td><td>517</td></t<>	512. Wabash, Ind			9				5	030				517
515. Danvers, Mass	513. Almigton, Wass							3					494
510, Annapolis, Md	515. Danvers, Mass		1,600	8	625				888	30			490
521. Peru, Ind	518. Warren, Ohio						791	3		36	489	39	508
521. Peru, Ind	519. Annapolis, Md				300	- 1		- 1		15			
522. Barre, Vt.          5 610         5 610          34 396         36 77         36 77         36 77         36 77         36 77         36 77         36 77         36 77         36 77         36 77         4 588         43 396         47 41         37 39         36 77         37 39         36 77         4 570         32 488         36 44         34 44         34 44         34 44         34 44         34 44         34 44         34 44         34 44 </td <td>527. Peru. Ind</td> <td></td> <td></td> <td>6</td> <td>638</td> <td></td> <td>680</td> <td></td> <td></td> <td></td> <td>467</td> <td></td> <td>477</td>	527. Peru. Ind			6	638		680				467		477
524. Watertown, Wis	522, Barre, Vt	- 1			610					34	396		306
528. Astoria, Ore	523. Fremont, Ohio				720				675		395		448
528. Astoria, Ore	524. Watertown, Wis			5	730 667	5		3	667	28			483
529. Torrington, Conn.          11         570         11         570         4         588         43         306         47         41         531. Ware, Mass.         1         1,500         5         630         6         775          29         444         29         445         32         36         37         32         488         30         44         433         32         366         36         37         32         488         30         44         433         32         366         36         37         32         488         30         44         433         32         366         36         37         37         32         488         30         44         43         32         366         36         37         36         38         368         32         43         45         33         47         45         539         56         20         44         43         33         36         36         37         73         88         502         31         465         39         47         537         Rolland, Men.         1         1,000         4         664         668         8         502	rox Astoria, Ore	- 1					697		750		487		526
533. Cambridge, Ohio       I       810       3       525       4       590       4       473       32       300       30       37         534. Bowling Green, Ky              3       650       20       443       23       475         535. Emporia, Kans       I       900       5       621       6       668       8       502       31       465       39       47         538. Columbus, Ind       I       1,000       7       643       8       688        40       505       40       505       40       505       40       505       40       505       40       505       40       505       502       11       1000       30       355       4688        40       505       40       505       539       20       41       500       50       500       11       500       40       500       10       500       10       500       40       500       40       500       40       40       500       40       40       40       40       40       40       40       40	529. Torrington, Conn			11	570			4	588		396		413
533. Cambridge, Ohio       I       810       3       525       4       590       4       473       32       300       30       37         534. Bowling Green, Ky              3       650       20       443       23       475         535. Emporia, Kans       I       900       5       621       6       668       8       502       31       465       39       47         538. Columbus, Ind       I       1,000       7       643       8       688        40       505       40       505       40       505       40       505       40       505       40       505       40       505       502       11       1000       30       355       4688        40       505       40       505       539       20       41       500       50       500       11       500       40       500       10       500       10       500       40       500       40       500       40       40       500       40       40       40       40       40       40       40       40	531. Ware, Mass		1,500	5							444		444
534. Bowling Green, Ky.			810						473		366	36	378
537. Rockland, Me.     1     1,500     4     604     5     785       31     363     31     365       538. Columbus, Ind.     1     1,000     7     643     8     688      40     505     40     505       539. Chippewa Falls, Wis     1     810     5     666     6     600     1     585     32     443     33     447       540. Tyler, Tex.     1     1,000     3     585     4     689     5     684     24     300     29     444       541. Huntsville, Ala.      3     420      9     360     9     360       542. Wellston, Ohio.     1     900     1     540     2     720     2     650     31     340     33     367       543. Warren, Pa.      8     801     8     801     6     552     33     378     39     409       544. Laconia, N. H.     1     1,200     4     625     5     740      28     385     28     385       546. Moberly, Mo.     1     900     3     608     4     681     2     595     26     331 <td< td=""><td>824 Bowling Green Ky</td><td></td><td></td><td></td><td></td><td></td><td></td><td>3</td><td>650</td><td>20</td><td>443</td><td></td><td>470</td></td<>	824 Bowling Green Ky							3	650	20	443		470
538. Columbus, Ind     1     1     000     7     043     8     088      40     505     40     505       530. Chippewa Falls, Wis     1     1     1     000     3     566     6     600     1     585     32     443     33     444       540. Tyler, Tex.     1     1     1,000     3     585     4     680     5     684     24     300     29     444       341. Huntsville, Ala      3     420      0     360     9     36       542. Wellston, Ohio     1     900     1     540     2     720     2     650     31     340     33     307       543. Warren, Pa.      8     801     8     801     6     552     33     378     30     400       544. Laconia, N.H.     1     1,200     4     625     5     7,40      28     385     28     385       546. Moberly, Mo     1     900     5     58     6     61     5     567     26     331     336     400       547. Cripple Creek, Colo     1     1,350     5     1,080     6     1,125 <td>535. Emporia, Kans</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>31</td> <td></td> <td>39</td> <td>472</td>	535. Emporia, Kans									31		39	472
539. Chippewa Falls, Wis         I         810         5         666         6         600         I         585         32         443         33         441           540. Tyler, Tex.         I         I,000         3         585         4         689         5         684         24         390         29         441           541. Huntsville. Ala.          .3         420           9         360         8         80         6         552         33         378         39         495         543         Laconia. N.H.         I         1,200 <td>537. Kockland, Me</td> <td>- (</td> <td></td> <td></td> <td>643</td> <td>5</td> <td>785 688</td> <td>- 1</td> <td></td> <td>31</td> <td></td> <td>31</td> <td>303</td>	537. Kockland, Me	- (			643	5	785 688	- 1		31		31	303
540. Tyler, Tex.     I     I     1,000     3     585     4     680     5     684     24     300     29     441       541. Huntsville, Alla.      3     420       90     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     9     36     37	530. Chippewa Falls, Wis				666					32			505 447
542. Wellston, Ohio     I     900     I     540     2     720     2     050     31     340     33     30     30       543. Warren, Pa      8     8 oi     6     552     33     378     39     49       544. Laconia, N. H     I     I,200     4     625     5     740      28     385     28     38       545. Danville, Pa     I     900     3     608     4     68I     2     595     23     377     25       546. Moberly, Mo     I     900     5     58     6     15     5     567     26     38I     31     386       547. Cripple Creek, Colo.     I     1,350     5     I,080     6     I,125     3     I,200     34     736     37     773	540. Tyler, Tex				585		689		684	24	390	29	44I
543. Warren, Pa	541. Huntsville, Ala			3		3		• •			360		360
544. Laconia. N. H.     I     I     1,200     4     625     5     740       28     385     28     385       545. Danville, Pa.     I     900     3     608     4     681     2     595     23     377     25     394       546. Moberly, Mo.     I     900     5     58     6     615     5     507     26     381     31     386       547. Cripple Creek, Colo.     I     1,350     5     1,080     6     I,125     3     1,200     34     736     37     773	542. Wellston, Ohio	- 1			540	2			050	31	349	33	
545. Danville, Pa     1     900     3     608     4     681     2     595     23     377     25     394       546. Moberly, Mo     1     900     5     558     6     615     5     567     26     351     31     386       547. Cripple Creek, Colo.     1     1,350     5     1,080     6     1,125     3     1,200     34     736     37     773	544. Laconia, N. H									28		28	385
547. Cripple Creek, Colo. 1 1,350 5 1,080 6 1,125 3 1,200 34 736 37 773	545. Danville, Pa		900		608	4	681		595	23	377	25	394
	546. Moberly, Mo				558	6	615		567		351		
Total	547. Crippie Creek, Colo.			5	1,000		1,125	3	1,200	34	730	37	773
	Total	76	\$1,174	495	\$650	571	\$721	315	\$633	2 ,630	\$446	2,945	\$464

a Not including 11, salaries not reported. b Including kindergarten teachers.

In a study of the salaries of principals and teachers the relative numbers and the number of buildings, as well as the number of pupils in attendance may have an important bearing upon the salaries. The *Bulletin* of the Bureau of Labor for September, 1902, gave some statistics of value upon this matter for all cities of 30,000 population or over at the census of 1900. These figures were in most cases for the previous year and are therefore not up to date. They are, however, still not far from present conditions, and probably represent relatively the true facts. These facts are presented in the following table. The cities are arranged and numbered in order of population in 1903, as in Table I:

NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS, AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER

INATIENL	ANCEIN	CII	IIIO WI	1111	OLUL	AIIC	JN OF	30,000	OK OVE	·K	
	Popula-	School ldings	No.		TEAC	HERS		Av'GE	Pupils 1	и Атте	NDANCE
Сітч	tion in 1903	No. Sch Buildin	School Rooms	High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
1. New York, N. Y			10,561	567	10,760	983	** ***		20 2 10 2		0
2. Chicago, Ill	3,716,139 1,873,880	471 670	4,795	354	5,858	253	12,310 6,465	9,218	385,489	20,376 4,771	418,304
3. Philadelphia, Pa	1,367,716	328	2,878	192	3,312	502	4,006	4,327	128,685	9,713	142,725
4. St. Louis, Mo	612,279	126	1,391	78	1,621	75	1,774	1,781	63,725	1,026	67,432
5. Boston, Mass	594,618	265		224	1,777	231	2,232	5,096	66,508	4,358	75,962
6. Baltimore, Md	531,313	119	1,531	87	1,560	63	1,710	1,856	50,784	1,684	54.324
7. Cleveland, O	414,950	73	1,145	119	1,227	34	1,380	3,080	44,138	850	48,068
8. Buffalo, N. Y	381,403	85	1,215	81	1,194	84	1,359	2,525	40,508	1,305	44,338
9. San Francisco, Calif	355,919	72	783	52	823	104	979	1,022	27,027	1,929	29,978
10. Pittsburg, Pa	345,043	85 63	994 872	63	980 916		1,043	1,762	34,658	2223	36,420
12. Milwaukee, Wis	332,934 312,736	81	752	77 55	810	49	1,042 874	1,970	34,723	1,129	37,822
13. Detroit, Mich	309,653	70	831	111	821	44	976	1,329 2,152	30,331 28,712	638	31,660 31,502
14. New Orleans, La	300,625	70	745	40	700	- 44	740	788	23,990		24,778
15. Washington, D. C	203,217	137	1,005	143	1,057	67	1,267	2,691	33,789	1,434	37,914
16. Newark, N. I	265,394	53	795	47	804	112	963	1,108	27,144	2,330	30,582
17. Jersey City, N. J	219,462	29	512	21	566	52	639	558	22,007	840	23,405
18. Louisville, Ky	215,402	69	641	67	535	26	628	1,506	19,269	592	21,367
19. Minneapolis, Minn	214,112	60	973	103	747	• • • • 1	850	2,388	28,74c		31,128
20. Indianapolis, Ind	191,033	60	609	88	578	٠	666	1,996	19,341		21,337
21. Providence, R. I	189,742	98	570	96	612	163	871	1,630	18,919	1,990	22,539
22. Kansas City, Mo 23. St. Paul, Minn	173,064	54	562 584	113	524	• • • •	637	2,880	18,206	• • • • • •	21,086
24. Rochester, N. Y.	172,038	63 40	606	79 42	491 664		570	1,566	19,298		20,864
25. Toledo, Q.	145,901	40	470	41	457	33 6	739 504	951	17,277	306 127	18,484
26. Denver, Colo.	144,588	59	565	88	611	1	700	1,025	17,374	15	17,272
27. Allegheny, Pa	138,018	30	450	23	394	23	440	551	15,655	351	16,557
28. Columbus, O	135,487	38	446	76	417	15	508	1,837	13,861	154	15,852
29. Worcester, Mass	128,552	73	550	101	512	66	679	2,123	15,669	667	18,459
30. Los Angeles, Cal	116,420	56	448	41	459	4	504	1,184	14,754	78	16,016
31. New Haven, Conn	114,600	53	386	54	390	35	479	1,067	13,251	420	14,738
32. Syracuse, N. Y	114,443	47	398	42	427	27	496	1,232	14,428	396	16,056
33. Fall River, N. Y 34. Memphis, Tenn	114,004	53	273	23	365	47	435	588	12,152	2,101	14,841
35. Omaha, Neb	113,669	29	199 369	14	201 366	3	218	446	7,552	67	8,065
36. Paterson, N. J.	113,217	52 10	240	50 23	351	7 56	423	1,253	13,528	124	14,905
37. St. Joseph, Mo	110,479	31	220	24	100	6	430 220	450 655	6,661	650 79	15,200 7,395
38. Scranton, Pa	107,026	51	334	28	316	80	424	704	12,328	1,168	14,200
39. Lowell, Mass	100,150	54	279	30	274	125	420	770	8,956	1,844	11,570
40. Portland, Ore	98,655	29	319	21	277	4	302	687	9,110	110	0,007
41. Cambridge, Mass	98,444	39	326	60	353	55	468	1,123	11,898	561	13,582
42. Atlanta, Ga	96,550	26	207	22	205	3	230.	562	9,230	64	9,856
43. Albany, N. Y	93,920	21	304	28	279	14	321	627	9,593	136	10,356
44. Dayton, O	92,566	37	392	39	367	5	411	970	10,354	128	11,452
46. Grand Rapids, Mich	92,020 91,630	26	251	23	241		264	611	8,302		8,913
47. Hartford, Conn	87,836	39 25	374 200	40 39	344 260	2.7	384	1,106	11,303		12,409
48. Richmond, Va	86,148	21	245	35	224	31	339 259	729 827	8,713	309	9,751
49. Reading, Pa	85,051	47	322	20	302	9	331	551	0,661	105	10,317
50. Nashville, Tenn	82,711	18	218	18	204	4	226	439	9,176	50	9,665
51. Wilmington, Del	81,300	29	238	25	245		270	504	7,972		8,476
52. Camden, N. J	79,811	33	318	14	293		307	275	8,019		8,294
53. Bridgeport, Conn	77,635	30	234	19	227	5	251	551	9,048	67	9,666
54. Trenton, N. J.	76,766	32	208	16	210	24	250	485	6,818	648	7,951
55. Troy, N. Y	75,567	26	273	11	280	• •	291	264	6,701		6,965
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NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS, AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER—Continued

		70 %			TEAC	HERS		Av'ge	Pupils	IN ATTE	NDANCE
Сіту	Popula- tion in 1903	No. School Buildings	No. School Rooms	High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
56. Lynn, Mass	72,350	46	249	29	232	22	283	675	7,936	396	9,007
57. Oakland, Calif	70,386	19	261	39	206 236	8 <sub>3</sub>	250	1,001	7,489 6,686	130	8,620
58. New Bedford, Mass	68,955 68,090	25 25	209 230	16 42	230	28	335 300	322 947	8,403	1,214 271	8,222 9,621
59. Somerville, Mass 60. Lawrence, Mass	67,932	32	200	24	235	56	315	557	6,513	1,006	8,076
61. Springfield, Mass	67,423	34	331	38	277	49	364	657	8,189	552	9,398
62. Des Moines, Iowa	65,754 64,562	49 12	307 140	47 0	322 128	2	371 137	1,025 223	8,966 4,981	50	5,204
63. Savannah, Ga 64. Hoboken, N. J	64,080	14	168	ó	189	11	209	221	6,755	200	7,176
65. Peoria, Ill	62,094	18	265	21	230	6	251	501	6,751		7,252
67. Manchester, N. H	61,482 60,845	25 24	236 129	21 16	220 126	20	247 162	577 354	6,271 3,773	82 189	6,930 4,316
68. Utica, N. Y	60,097	26	229	17	210	4	231	409	6,403	69	6,881
	58,016	5	129	9	127		136	169	5,891		6,060
70. Duluth, Minn	57,397 57,138	32 27	302 309	20 24	256 277		276 301	484 626	8,034 9,209	••,•••	8,518 9,835
72. Waterbury, Conn 73. Elizabeth, N. J	56,521	18	166	18	169	15	202	423	5,820	193	6,436
73. Elizabeth, N. J	56,441	10	130	19	125		144	302	5,078		5,380
74. Erie, Pa 75. Charleston, S. C	56,363 56,062	19 6	166 81	19 13	191 85	5	215 98	467 325	5,329 5,893	85	5,881 6,218
76. Wilkesbarre, Pa	55,921	20	183	17	159	16	192	501	6,712	349	7,562
77. Kansas City, Kans	55,348	22	175 88	19	159		178	514	6,441		6,955
78. Norfolk, Va	55,149 52,951	12 25	188	22	78 179		86 201	225 567	3,641 6,277		3,866 6,844
79. Harrisburg, Pa 80. Yonkers, N. Y	52,701	15	185	16	176	17	209	376	5,122	264	5.762
81. Portland, Me	52,656	35	220	28	205	7	240	614	5,797	158	6,569
82. Houston, Texas	50,760	22 IQ	121 176	19	116	-:	135 221	677	6,202		6,872
83. Holyoke, Mass 84. Youngstown, Ohio	48,736 48,386	2I	165	13	154 151	54	166	482 405	4,741 5,361	532	5,755 5,766
85. Fort Wayne, Ind	48,031	17	143	II	143 168		154	305	4,465		4,770
86. Akron. Ohio	47,833	17	174	22		8	198	591	5,696	197	6,484
87. Tacoma, Wash 88. Covington, Ky	45,102 44,759	20 13	175	19 6	176 100	::	195 106	466 313	5,332 3,771		5,798 4,084
80. Lancaster, Pa	44,294	19	120	14	106	11	131	375	4,330	184	4,880
90. Lincoln, Neb 91. Dallas, Texas	44,243	19	155 128	32	149		181	792	4,364		5,156
91. Dallas, Texas	44,159 43,873	13 28	148	9 21	112 164	19	121 204	356 560	4,777 6,048	275	5,133 6,883
92. Brockton, Mass 93. Schenectady, N. Y	43,538	7	76	12	81		93	151	2,575	275	2,726
o4. Pawtucket, K. I	42,711	28	.141	22	144	22	188	353	3,967	327	4,647
95. Birmingham, Ala 96. Little Rock, Ark	42,087 42,036	8	90 82	10	85 78	::	95 87	298 317	3,281 3,695		3,579 4,012
oz. Spokane. Wash	41,927	15 18	140	18	150		168	477	4.607		5,174
98. Altoona, Pa	41,565	12	151	10	146		156	341	4,580		4,921
99. Augusta, Ga	41,283 41,151	13 26	98 217	8 29	99 180	::	107 209	677	4,460 5,815	• • • • •	4,639 6,492
100. Saginaw, Mich	41,039	16	194	22	180		202	450	5,190		5,640
102. Mobile, Ala	40,686	11	73	11	67	• •	78	373	2,796		3,169
103. South Bend, Ind	40,327 40,186	12 12	110 145	I2 I2	114		126 145	30I 25I	3,181 4,154		3,482 4,405
104. Wheeling, W. Va 105. Springfield, O	40,161	17	150	18	133 148		166	551	4,872		5,423
106. Johnstown, Pa	39,059	24	152	10	136	10	156	207	4,938	170	5,315
107. Haverhill, Mass	38,987 38,611	37 21	144 185	18 23	141 166	27	186 180	459 510	4,002 4,784	338	4,799 5,303
109. Allentown, Pa	38,573	15	119	10	113	4	127	315	4,574	104	4,093
110. McKeesport, Pa	38,274	15	154	8	125	• • •	133	157	4,412		4,569
111. Dubuque, Iowa	38,094 37,768	19	125 168	14 16	124 168		138 184	385 368	3,443 4,786	• • • • • •	3,828 5,154
113. Ouincy, Ill	37,780	13	100	9	100	::	118	231	3,241		3,472
113. Quincy, Ill	37,504	20	108	17	117	23	157	413	3,630	153	4,196
115. Elmira, N. Y	37,106 36,853	20	135	16 22	135 158	17	151 197	533 463	3,887 4,786	108	4.420 5,447
116. Malden, Mass 117. Bayonne, N. J	36,829	10	152 132	8	143	13	164	113	3,867	134	4,114
118. Superior, Wis	36,824	19	153	13	144		157	228	4,505		4,733
119. York, Pa	36,438 36,350	22 26	146 148	12 28	118 166		130	352 673	4.368		4,720 5,268
121. Springfield, Ill	36,211	15	121	17	123		140	512	4,538 3,907	57	4,419
122. Butte, Mont	36,127	7	105	19	99		118	360	3,365		3,725
123. Chester, Pa	35,995	22 12	124 116	13 20	125 118	14	138	251	3,845 4,703	136	4,096 5,196
124. Chelsea, Mass 125. Topeka, Kans	35,920 35,388	25	160	20	133		153	357 590	5,120		5,710
126. Fitchburg, Mass	34,378	19	138	24	70	28	131	491	3,086	216	3.793
127. Knoxville, Tenn	34,344 34,007	13 16	82 106	12 10	78 114	::	90 124	377 248	3,716 3,246		4,093 3,494
129. Rockford, Ill	33,301	17	122	16	130	2	148	508	4,290	100	4,898
131. Montgomery, Ala	32,884	ģ	64	7	57		64	186	1,986		2,172
						!					

NUMBER OF SCHOOL BUILDINGS, SCHOOL ROOMS, TEACHERS AND AVERAGE PUPILS IN ATTENDANCE IN CITIES WITH POPULATION OF 30,000 OR OVER—Continued

	ļ ,	loc gs			TEAC	HERS	,	Av'GE	Pupils i	N ATTE	NDANCE
Сітч	Popula- tion in 1903	No. School Buildings	No. School Rooms	High Schools	Other Day Sch'ls	Night Schools	Total	High Sch'ls	Other Day Schools	Night Sch'ls	Total
Toursey Mass		-	7.27	7.0	126		7.52	28.	3,648	27.5	4 2 4 7
132. Taunton, Mass	32,713	33	131	12	126	15		384 82	3,040	315	4,347
135. Canton, O	32,011	15 8	136 88	19		• • •	145			• • • • •	4,485
137. Galveston, Texas	31,742	8		9	73		82	179			3,150
138. Sioux City, Iowa	31,701	24	161	16	145		161	348	5,072		5,420
130. Auburn, N. Y	31,602	14	112	12	III		123	320	2,716		3,036
143. Joliet, Ill	30,760	24	115	22	122	٠	144	503	4,253		4,756
144. Chattanooga, Tenn	30,469	7	98	10	87		97	250	3,056		3,306

#### SALARIES SUMMARIZED BY STATES

In order that comparison may be made, not only between the salaries in the individual cities and in the cities grouped by size, but also between the states, so far as they are represented by the cities reporting, the following summary has been prepared from Table I. For the states of Massachusetts, New York, Pennsylvania, and Illinois two sets of state averages have been made, the first not including the cities of Boston, New York, Philadelphia, and Chicago, but in the second immediately following these cities are included. In like manner two sets of averages have been made for the cities as a whole. This has been done that the great number of teachers in these great cities and the relatively high salaries might not overshadow the smaller cities in the same states.

This summary, so far as the total for the entire 467 cities is concerned, of course agrees with Table A, already given. The great influence of the four great cities of New York, Chicago, Philadelphia, and Boston, not only upon the average of their several states, but also upon the average for the country is worthy of notice.

Thus, while the average yearly salary of female teachers (not including principals) in elementary schools in the 467 cities is \$650, the average for the same class of teachers when the four great cities of New York, Chicago, Philadelphia, and Boston are not included, is \$556 or \$94 less. The average for male elementary teachers in the 467 cities is \$1,161, while in the 463 cities it is \$653 or \$518 less. This great difference, it will at once be seen, is due to the very large per cent. of the entire number of men who are in these great cities, where relatively high salaries are paid. Large differences will also be noticed in the average salaries of the other classes of teachers.

These four cities employed altogether 24,999 teachers and supervising officers or 26.9 per cent. of the entire number reported as employed by the 467 cities. When only the four principal classes of teachers are considered (principals and teachers in high and elementary schools) the four great cities constitute a slightly greater per cent., namely, 27.4. The total amount paid to these teachers for salaries constituted 37.5 per cent. of the total amount paid out for salaries for teachers of these classes in the entire 467 cities.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

1,376 .:-942 384 ,186 462 489 426 976 628 226 1,238 533 549 Average Salary 395 592 685 1,384 573 Principals and Teachers 4,839 14 312 5,641 339 150 4,689 6 313 319 386 127 127 5,853 7,464 1,001 29 1,319 1,041 No. ELEMENTARY SCHOOLS 1,839 550 446 714 545 619 533 Average Salary 380 380 . 604 700 513 533 Teachers ₩ ₩ : :: 21 5,153 90 6,637 1,198 4,372 4,381 293 347 348 III 5,174 6,727 86<sub>I</sub> 862 1,202 No. 1,235 548 1,432 1,516 946 Average Salary 945 444 559 874 548 947 ,894 1,120 1,393 1,354 802 862 Principals 49 **()** 9 0 39 249 488 56 13 38 .i 191 629 737 25 141 458 Ŋò. 1,083 \$1,133 1,344 787 1,265 Average Salary 762 710,1 1,763 1,208 1,464 1,208 901 1,354 891 Principals and Teachers ø 18 43 9 18 35 ei 9 301 592 893 414 1,131 63 141 54 172 171 670 No. Average Salary 1,092 1,193 867 ,020, 751 864 929 ,269 787 887 ,323 834 826 646 926 ,129 Нісн Ѕсноотѕ Teachers 49 12 10 24 240 832 342 650,1 51 78 46 131 627 163 No. 1,750 2,499 2,263 \$1,836 \$1,667 1,850 1,881 Average Salary 1,667 1,750 1,850 2,261 2,499 2,067 2,067 2,122 2,261 Principals 9 <del>0</del> κ 43 19 72 12 12 : 61 72 No. Num-of Teachers and 7,437 9,659 1,656 1,390 : Super-vising Officers : Num-ber of, Cities œ 55 13 43 20 Re-port-ing M. F ÄΞ ZΉ ΞΞ Äμ ZΉ ÄΞ ÄΉ T H New York (not including New York city)... Massachusetts (not including Boston).... Connecticut STATE NORTH ATLANTIC DIVISION-New Hampshire..... Vermont..... Massachusetts. Rhode Island.

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND PLEMENTARY SCHOOLS. BY STATES

	ž	Num-			Нісн	Нісн Ѕсноотѕ				E	EMENTAR	ELEMENTARY SCHOOLS	S,	
STATE	ber of Cities Re-		Prir	Principals	Tea	Teachers	Principals and Teachers	ipals achers	Princ	Principals	Teac	Teachers	Principals and Teachers	pals
	port- ing	vising Officers	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
North Atlantic Division—Concluded New YorkF	::	: :	5.5	\$2.605	428 842	\$1,744 1,064	482 847	\$1,840 1,067	336	\$2,522 1,383	686	\$1,544	1,022	\$1,866 854
T	44	19,481	59	2,518	1,270	1,293	1,329	1,348	876	1,820	15,628	998	16,504	416
New JerseyF	::	::	17	1,971	96	1,240	113	1,350	120	1,795	3,381	778 603	3,520	1,732 619
T	24	4,320	17	1,971	283	1,029	300	1,116	259	1,370	3,389	603	3,648	658
Pennsylvania (not including Philadelphia) $F$	::		43	1,373	176	1,039	219	1,105	238	1,020	4,561	497 506	315	892 521
T	48	5,939	50	1,309	435	888	485	931	502	887	4,638	506	5,140	543
PennsylvaniaR	::		∞4∞	1,626	383	1,433	327 391	1,462	321	1,278 949	130	741	8,104	1,123 610
T	49	9,771	56	1,553	662	1,095	718	1,130	260	1,088	7,885	593	8,645	636
SOUTH ATLANTIC DIVISION— Delaware	: :		Ħ:	1,900 1,200	16	889 888	17	1,020	. 2			432	247	450
I	I	285	2	1,550	50	710	22	786	25	614	222	432	247	450
MarylandF	::	::	9	2,150 1,000	51 69	1,313	57	1,401	58	1,205	45 1,333	595 520	1,391	910 539
H	3	1,735	7	1,986	120	962	127	1,019	106	1,072	1,378	523	1,484	562
District of ColumbiaF	::	: :	N W	1,800	83	896 839	121	946 855	17	1,035	890	590 639	983	754 672
E	н	1,475	7	1,800	202	862	200	894	OII	666	616	637	1,029	949
VirginiaF	: :		7 :	1,321	12	912	10 45	1,062	46	1,038	480	49.5	53 482	966
	9	119	7	\$1,32.1	57	\$ 663	64	\$ 735	48	\$1,028	487	\$ 427	535	\$ 481

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

		110111	TAIN ET		- 11	COLLOCATO,	77	0711170						
	Num-	Num-			HIGH S	Hісн Schools				M	ELEMENTARY SCHOOLS	и Ѕсноот	S	
STATE	ber of Cities Re-	Der of Feachers and	Princ	Principals	Tea	Teachers	Princ and Te	Principals and Teachers	Princ	Principals	Teachers	hers	Principals and Teachers	pals chers
	port-	Super- vising Officers	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
SOUTH ATLANTIC DIVISION—Concluded West Virginia	::	::	1	\$ 983	4 01	\$ 864	90	\$ 930	13 17	\$ 894	282	\$407	22	\$ 695
I	4	361	9	696	23	489	29	745	30	749	291	419	321	450
North CarolinaF	::	: :	α:	850	н 4	450	ω4	717	9 7	612	* 86	458 352	88	550 354
T	8	117	7	850	S	436	7	555	∞	569	8	356	86	374
South CarolinaF	::	: :	o :	855	: ∞	405	0.00	855	mm	672 570	55	435 348	58	553 359
T	2	77	2	855	00	405	å	495	9	621	58	352	64	377
Georgia	::	: :	1	1,667	12	1,458	18	1,528	23	1,280	468	400	25 491	1,245
T	5	209	7	1,679	37	1,013	44	1,119	47	1,168	469	306	216	266
FloridaF	: :	::	н:	1,200	. 2		нк	1,200	8	456 563	114	320	129	456 348
T	0	145	H	1,200	25	640	9	733	23	526	114	320	137	355
North Central Division— Ohio	::	: :	14	1,713	216	1,229	338	1,306 965	143 246	1,248	99	923	242 4,681	1,115
T	32	6,062	43	1,686	552	1,068	595	1,112	389	1,065	4,534	582	4,923	620
IndianaF	::	: :	22	1,419	106	910 786	128	998	112	837 781	42 1,731	581 529	119	747 544
T	20	2,468	22	1,419	244	840	366	888	189	804	1,773	530	1,962	557
Illinois (not including Chicago)F	::	: :	25 I	1,524 1,350	101	939	126	1,055	157	1,132	1,620	563 487	1,777	1,099
T	50	2,252	36	\$1,517	270	\$ 807	396	\$ 869	221	\$ 817	1,624	\$487	1,845	\$ 527

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

		HIGH AND		ELEMENIARY SCHOOLS,	KY SC	IOOLS, 1	BY SIAIES	1 ES						
	Num-	Num-			Нісн	Нісн Schools				H	LEMENTAI	ELEMENTARY SCHOOLS	S.	
STATE	ber of Cities Re-	<u> </u>		Principals	Tea	Teachers	Princ and T	Principals and Teachers	Princ	Principals	Teachers	hers	Principals and Teachers	pals
	port- ing	vising Officers	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary	No.	Average Salary
North Central Division—Concluded Himois	::	::	40 I	\$2,063 1,350	254 357	\$1,301	294 358	\$1,405 1,066	185	\$1,888 1,326	105	\$857	290	\$1,515
T	27	7,826	41	2,045	119	1,163	652	1,219	447	1,559	6,414	738	198'9	161
MichiganF	::	: :	27	1,476	259	984 795	141 261	1,078	217	1,141	2,006	550	2,223	1,050
T	. 23	3,054	29	1,441	373	853	402	895	261	807	2,014	532	2,275	563
Wisconsin	::		22 I	1,578 1,300	173	932	99 164	1,076	8,8	1,284 710	1,598	676 531	162 1,658	1,014
I	oi I	2,555	23	1,566	240	799	263	998	150	1,055	1,670	537	1,820	580
MinnesotaM	::	: :	oi I	2,320	76	1,029	183	1,179 890	01 107	1,256	1,519	500 654	1,626	1,212 681
T	10	1,950	II	2,186	258	931	569	982	123	1,092	1,520	654	1,643	687
IowaF	::		14 1	1,439	108	819 674	. 60	964 677	36	1,055	5 1,046	345 456	1,132	969 476
H	15	1,458	15	1,409	154	717	169	778	122	822	1,051	453	1,173	494
MissouriR	:::		17	1,836	136	1,174	153	1,248	104	1,513	2,249	470	2,360	1,422 609
H	IO	3,268	11	1,836	296	1,014	313	1,059	215	1,282	2,259	586	2,471	647
NebraskaF	::	: :	m :	1,867	73	931	24	1,048	1 59	711	486	599	545	655 639
T		739	3	1,867	94	889	6	616	9	196	487	599	547	639
KansasR	::	: :	H :	1,148	78	774 641	38	882 641	49 54	780 614	633	486	54 687	752 460
T	11	883	11	\$1,148	105	\$ 675	911	\$ 720	103	\$ 693	638	\$447	741	\$ 481

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

674 418 436 Average Salary \$794 514 530 740 519 675 415 422 870 514 703 499 495 468 861 567 9600 Principals and Teachers 18 47 48<sub>4</sub> 17 1 33 688 269 142 132 136 78 687 525 Ňo. ELEMENTARY SCHOOLS Average Salary \$429 490 529 349 415 585 480 617 315 572 \$549 489 103 48I 45 I Teachers 33 16 738 20 408 488 214 216 626 628 124 123 125 23 603 Ŋo. 675 982 942 717 675 675 814 714 663 964 Average Salary 1,008 951 798 757 983 **68**1 Principals 69 31 65 21 37 15 29 62 69 11 81 II 55 8 : Ņo. 783 929 681 Average | Salary \$1,271 847 933 914 717 520 824 610 803 800 1,043 and Teachers Principals 69 21 57 28 44 0 5 15 13 38 85 90 8 8 Ņo. \$1,174 931 803 849 Average Salary 828 88 767 653 765 602 1,144 885 864 681 882 737 989 HIGH SCHOOLS Teachers ø 57 9 0 73 2 S I H 0 14 11 26 47 Ňo. \$1,269 \$1,706 1,500 1,080 Average Salary 1,245 ,245 890 1,500 ,260 1,530 980 1,300 1,269 1,706 1,300 Principals ٥: 12: 12 : Ņô. Teachers 844 : : 288 : : 38 165 164 : 801 196 : : 209 : : : : vising Officers ber of and Num-ber of, Cities  $\bar{:}$ : : : : II Re-port-ing ÄΉ ¥. ÄΉ ÄΉ ÄΞ ΣH ÄΉ ΣH Texas..... Tennessee..... Mississippi Arkansas..... Louisiana..... Oklahoma Territory..... State or Territory Alabama..... Kentucky..... SOUTH CENTRAL DIVISION—

NUMBER AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS, AND OF PRINCIPALS AND TEACHERS COMBINED IN HIGH AND ELEMENTARY SCHOOLS, BY STATES

	2	-mnN			Ніся	HIGH SCHOOLS				EL	EMENTAR	ELEMENTARY SCHOOLS	s	
STATE	ber of Cities Re-	ber of Teachers and	Prin	Principals	Teachers	iers	Principals and Teachers	ipals	Princ	Principal	Teac	Teachers	Principals and Teachers	pals
•	port-	Super- vising Officers	No.	Average	No.	Average	No.	Average Salary	No.	Average	No.	Average	No.	Average Salary
Western Division—  Montana  F. F. F.	:	:	0 +	\$2,100	0,5	\$1,016	11	\$1,213	9 ;	\$1,159	1,00	<b>69</b>	1, 2	\$1,122
· H		322	3	1,833	34	965	37	1,035	2 2	010,1	237	792	266	816
WyomingF	::		Ħ :	1,200	: "	740	3	1,200	. 4	752			29	
T	H	36	"	1,200	3	740	4	855	4	752	25	648	29	662
ColoradoF	::	: :	∞ :	2,219	64	1,274	72	1,379	32	1,369	751	787	783	1,288
T	5	1,067	8	2,219	138	1,150	146	1,209	7.5	1,251	758	740	833	786
UtahF	::	: :	£	1,733	16	888 786	19	1,021	21	1,198	346	522	358	916
T	"	442	3	1,733	39	828	42	893	.33	1,095	361	528	394	576
WashingtonF	::	: :	юн	1,717	57	998	58	1,043	36	1,222	9	708	719	1,148
T	4	883	4	1,538	102	126	901	992	99	1,158	695	725	194	763
OregonF	::	: :	H :	2,000	8	938 958	71	1,056	26	1,213	327	049	332	1,213
T	8	393	I	2,000	25	952	26	992	31	1,187	327	670	358	715
CaliforniaF	: :		71	2,364	95	1,401	173	1,547	84 IO7	1,507	33 1,990	962	2,097	1,353
T	II	2,818	17	2,364	268	1,254	285	1,320	191	1,443	2,023	814	2,214	869
United StatesF	::		543 33	1,908	2,874 5,149	1,303	3,417 5,182	1,399	3,835	1,542	1,500	1,161	3,878	1,395
New Vork	467	92,892	576	1,869	8,023	1,046	8,599	1,101	6,213	1,189	70,230	199	76,443	704
Philadelphia, and Boston)	; ;	::	498	1,738	2,219	1,106	2,717	1,222	1,921	1,247	600 48,793	653 556	2,521	1,105
H	463	67,893	528	\$1,703	6,589	\$ 914	7,117	\$ 973	5,253	\$ 980	49,393	\$ 557	54,646	\$ 597

When the state averages are compared and the four great cities are not included, it is found that the highest average for elementary teachers, \$814, was reported for California with 11 cities, Montana standing next with \$792. The lowest average is found to be \$320 for Florida, represented by only two cities however. The next lowest is South Carolina at \$352, also for two cities only. The average for the state of New York, with the city of New York included is \$866 for elementary teachers—higher than that for any other state.

In salaries of elementary principals (with the four great cities not included) California leads with \$1,443 and New Jersey is next with \$1,370. The lowest is \$526 for Florida. New York state shows an average of \$1,820 when New York city is included.

For high-school teachers (not including principals) California again leads with an average of \$1,254, and Colorado is next with \$1,150. The lowest average, \$405, which is reported from South Carolina, represents only two cities and 8 teachers. The next lowest is North Carolina with \$636. All this is for the states with the four great cities omitted; the average for New York state with New York city included is \$1,293.

For high-school principals California again leads with an average of \$2,364 and Massachusetts (not including Boston) is next with \$2,261. The lowest average, \$850, is reported for North Carolina, with South Carolina next at \$855; only two cities are represented in each state. In this case, when the great cities are included, New York leads with an average of \$2,518, the Massachusetts average being \$2,499.

#### THE SEX OF TEACHERS IN HIGH AND ELEMENTARY SCHOOLS

As the relatively small number of male teachers in the public schools is so frequently a subject of discussion, and as their employment has such an important bearing upon the salaries paid, the following table has been

PER CENT. OF MEN EMPLOYED AS PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS, BY GROUPS OF CITIES

				Per c	ENT. OF	Men E	MPLOYED	IN		
	Num-	Н	igh Scho	ols	Elem	entary So	chools	High a	and Elem Schools	
CITIES WITH POPULATION OF—	ber of Cities	Prin- cipals	Teach- ers	Prin- cipals and Teach- ers	Prin- cipals	Teach- ers	Prin- cipals and Teach- ers	Prin- cipals	Teach- ers	Prin- cipals and Teach- ers
1,000,000 or over 200,000 to 1,000,000 100,000 to 200,000 50,000 to 100,000 30,000 to 50,000 20,000 to 30,000 15,000 to 20,000 10,000 to 15,000 8,000 to 10,000	3 16 20 38 58 74 60	91.9 93.7 100.0 94.1 95.4 98.8 91.5 90.3 94.7	45.7 40.1 36.9 36.3 33.1 31.3 31.0 26.7 24.6	47.0 42.2 39.3 39.5 37.7 37.3 37.5 34.8	44.2 43.0 30.4 40.6 45.2 32.3 34.7 27.5 37.5	4·3 2.0 0.9 0.9 1.2 1.1 1.1 0.9 2.2	5.1 4.9 3.6 4.5 5.7 4.7 5.0 3.9 5.9	46.1 45.8 34.1 43.8 49.2 39.4 41.9 37.4 48.6	6.7 5.7 5.5 4.4 4.6 5.3 5.3 4.5	8.5 8.4 7.9 7.9 9.1 9.2 . 9.5 8.3
Total	467	94.3	35.8	39.7	38.3	2.1	5.1	43.0	5.6	8.6

prepared to show the per cent. of men in each of the great classes of teachers. These teachers number 85,042, and constitute 91.6 per cent. of all the teachers employed in the 467 cities from which full reports were secured. Supervisors and teachers of special branches are not here included.

It will be seen from this table that only 7,295, or 8.6 per cent., of the entire 85,042 principals and teachers in both high and elementary schools are men. In this number are included 2,921 who are principals (43 per cent. of the whole number of principals) and 4,374 who are teachers (only 5.6 per cent. of the whole number of teachers).

In high schools 3,417, or 39.7 per cent. of the principals and teachers are men. Of the principals alone 94.3 per cent. are men, while of the teachers alone 35.8 per cent. are men.

In marked contrast to the high schools are the elementary schools. Here only 3,878, or 5.1 per cent., of the principals and teachers are men. Of the principals alone 38.3 per cent. are men, while of the teachers alone 2.1 per cent. are men.

Examining the various groups of cities, it is seen that the 58 cities in the two groups with population of 50,000 to 100,000 and 100,000 to 200,000 employ the smallest per cent. of men (but 7.9 per cent.), while the cities of 8,000 to 10,000 employ 10.5 per cent., the largest per cent.

The smallest per cent. of male principals is reported in the cities with population of 10,000 to 15,000, where 37.4 are employed; the largest per cent. is in the cities of 30,000 to 50,000, where 49.2 are employed. In the the cities of 100,000 to 200,000 all of the high-school principals are men, but the principals of elementary schools include only 30.4 per cent. of men.

With regard to teachers, the smallest per cent. of men is found in cities of 50,000 to 100,000, where only 4.4 per cent. is reported, while the largest per cent. (6.7) is found in the three cities of 1,000,000 population or over.

Considering teachers in high schools only, the largest per cent. of men (45.7) is found in the group of largest cities and the smallest per cent. (24.6) in the group of smallest cities.

Of elementary school teachers the largest per cent. of men (4.3) is reported in the group of largest cities, and the next largest per cent. (2.2) in the smallest cities. Nine-tenths of one per cent. is reported in three groups of cities—10,000 to 15,000, 50,000 to 100,000, and 100,000 to 200,000.

In this connection the remarks touching the subject of the sex of teachers in the public schools of the United States and of their compensation, in the report of the Mosely Educational Commission, may be of interest. This committee is, of course, in no way responsible for the opinions expressed therein.

Most of the members of the Mosely Educational Commission to the United States, a commission composed of eminent representatives of all branches of education in Great Britain, in their reports noted the fact that they were forcibly struck in their study of American schools with the very large preponderance of women teachers in all branches of education

throughout the country. Mr. Mosely says in his preface to the report of the commission:

Not only did I find comparatively few men engaged in teaching, but also few preparing to become teachers; and upon further investigation I discovered the reason to lie in the smallness of the remuneration, which is insufficient to attract a good class of men. This I think a serious defect, and I venture to suggest that higher salaries should be paid to teachers of both sexes, but especially to men, in order to make it worth their while to take up the profession not merely as a duty but as a remunerative occupation.

In their joint report the commissioners say that they observe

that the remuneration of teachers is by no means always placed on a satisfactory basis; and they have also been led to view somewhat with alarm the growing preponderance of women teachers.

In regard to this last point, while 24 of the commissioners joined in signing, it is noted that one did not agree and another regarded the subject as an open question.

Mr. A. J. Shepheard, chairman of the Technical Education Board of the London County Council, says upon this latter point,

In endeavoring to ascertain the American view of the situation, I found some who were prepared to argue that it was no disadvantage, inasmuch as the moral influence of the women teachers on the boys was all for good, while they were, undoubtedly, as good teachers as the men. Many, and perhaps the majority, of those we met were frank enough to say that it was a question of money only; that female teachers were prepared to accept smaller (say, two-thirds) salaries than men, and that they were appointed accordingly. The situation was pithily put by one of our commissioners. "It is apparently thought better to have first-class women than second-class men."

It should be noted, in connection with this statement in regard to salaries, that the study of the Mosely Commission was confined to the largest cities of the country, where the salaries paid are much above the average for the cities of the country as a whole.

#### SUPERVISORS AND SPECIAL TEACHERS

Within recent years there has grown up much specialization in various classes of instruction, and this has led to the appointment of supervisors, as they are commonly called, or special teachers, who have charge of a single kind of instruction throughout the whole school system. Special lines of work which are carried on in this manner are music, drawing, manual training, physical training, penmanship, sewing, cooking, etc. Supervisors of grammar and primary work are also reported, but this is in the nature of supervisory work rather than special instruction. The supervisors of kindergartens have already been tabulated in Table I.

In the following tables the salaries of supervisors and special teachers are presented. The order of arrangement is as in Table I, according to the size of city from largest to smallest. The division into groups is merely indicated, no summaries being made. Averages have not been made for supervisors or directors and their assistants or teachers in combination, but only for the two or more of the same grade in the few cases where such are reported. The tables follow:

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC CITIES WITH POPULATION OF 1,000,000 OR OVER

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
New York, N.Y	3 2 7 4 4 23 2 4 I I I 3 3 I I 52	M M M F F F F F	\$4,000 2,160 1,600 1,500 1,400 1,300 1,300 1,200 1,100 1,000	Chicago, Ill	4 1 4 9 1 16	M F F  M F	\$1,600 1,600 1,400 1,511 3,000 1,000

#### CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo	ı	M M	\$1,968 1,856	Sán Francisco, Calif	1	F	\$1,620 900
Average	2		1,912	Pittsburg, Pa Cincinnati, Ohio	2 1 8	M M M	1,500 2,100 1,600
	2 I	F	1,320 960	Milwaukee, Wis Detroit, Mich	1	F F	1,500
Average	3		1,200	New Orleans, La	1 3	F F	675 630
Boston, Mass	1	M	3,000		Ĭ	F	585
	1 3	M M F	2,652 2,076	Average	5	••	630
Average	5	F	1,632	Washington, D. C	I	F	1,400
			-,-0		3 2	M F	1,000
Baltimore, Md	3	F F	1,500 900		I	F F F	825 800
Cleveland, Ohio	1 1	M F	1,500 1,200		4 2 3	r F F	700 650 600
Average	2		1,350	Average	I		550
Buffalo, N. Y	1	М	1,600	Average	17	• • •	769
	1 2	M F	1,550 1,200	Newark, N. J	I I	F F	1,500 950
Average	3		1,317	Minneapolis, Minn	1	F	1,200

#### CITIES WITH POPULATION OF 100,000 TO 200,000

Indianapolis, Ind. Providence, R. I.  Rochester, N. Y. Denver, Colo. Allegheny, Pa. Columbus, Ohio. Worcester, Mass.  Los Angeles, Calif	1 2 1 2 1 1	M F F M F M F F F	\$2,500 2,000 1,000 1,300 1,600 1,000 1,425 1,750 950 1,300 1,200	New Haven, Conn. Syracuse, N. Y  Fall River, Mass. Memphis, Tenn. Omaha, Neb. Paterson, N. J. St. Joseph, Mo. Scranton, Pa. Lowell, Mass.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	M F M F M F M F F	\$2,300 1,500 1,000 1,200 900 1,235 1,500 900 1,200 1,250 700
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## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC-Continued

CITIES WITH POPULATION OF 50,000 TO 100,000

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Cambridge, Mass Atlanta, Ga Albany, N. Y Dayton, Ohio Grand Rapids, Mich Reading, Pa Nashville, Tenn Wilmington, Del Camden, N. J Troton, N. J Troton, N. Y Lynn, Mass Oakland, Calif New Bedford, Mass Somerville, Mass Lawrence, Mass		MFMMFFFFF MFMMFMMFFM	\$2,000 800 1,200 1,900 1,100 650 555 1,400 1,100 1,100 1,500 1,800 1,200 900 1,700 900 800 650	Springfield, Mass.  Peoria, Ill. Evansville, Ind. Manchester, N. H.  Utica, N. Y. Salt Lake City, Utah. Waterbury, Conn.  Elizabeth, N. J. Eric, Pa.  Wilkesbarre, Pa. Kansas City, Kans. Norfork, Va. Harrisburg, Pa.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	MFFMMFFMFFM MFFM MFFM MFFM MFFM MFFM M	\$1,500 700 1,500 1,200 1,200 1,300 1,450 7,50 500 703 504 1,050 810 900 800

#### CITIES WITH POPULATION OF 30,000 TO 50,000

Holyoke, Mass	ı	м	\$1,100	Terre Haute, Ind	Τ	M	\$ 850
Youngstown, Ohio	I	F	1,200	Allentown, Pa	1	F	700
Ft. Wayne, Ind	T	M	1,100	McKeesport, Pa	r	M	
Akron, Ohio	T	M	1,600	Dubuque, Iowa	ĭ	F	1,000
Transa Wash	1	F		Davenport, Iowa		M	750
Tacoma, Wash	_		1,000	Calana Maga	<i>b</i> 1	F	750
Covington, Ky	1	(a)	1,250	Salem, Mass	1	F	1,200
Lancaster, Pa	1	M	650	Elmira, N. Y	1		850
	2	M	500	Malden, Mass	1	M	1,700
Lincoln, Neb	1	M	800	Superior, Wis	1	F	850
Brockton, Mass	I	M	850	York, Pa	cI	M	225
Schenectady, N. Y	1	F	650	Newton, Mass	1	M	1,800
	I	M	500	Springfield, Ill	I	F	1,000
Pawtucket, R. I	I	M	1,200	Butte, Mont	1	F	1,050
Birmingham, Ala	I	M	1,200	Chester, Pa	1	F	570
Spokane, Wash	I	F	810	Chelsea, Mass	1	M	1,200
Altoona, Pa	I	F	675	Topeka, Kans	ĭ	M	630
Saginaw, Mich	ī	F	1,000	Fitchburg, Mass	r	M	300
Wheeling, W. Va	ī	F	1,000		T	F	540
Johnstown, Pa	ī	M	1,000	E. St. Louis, Mo	r	M	1,200
Haverhill, Mass	Ť	M	050	Rockford, Ill .	Ť	F	000
ilaveiiiii, ikass	ī	F	300	Auburn, N. Y	Ť	F	850
Atlantic City, N. J	r	F		Racine, Wis	1	F	
Taunton, Mass	T :	M	750	Taliet III	_	F	550
Variate Do	7	M	1,600	Joliet, Ill	I	M	700
Newcastle, Pa	-	F		Woonsocket, R. I.	I	F	1,100
Passaic, N. J	1	F	800	Sacramento, Calif	I	1 F	1,000
Canton, O	1		950	La Crosse, Wis	1	F	750
Sioux City, Iowa	I	M	900				
			, , , ,				1

a Not reported.

#### CITIES WITH POPULATION OF 20,000 TO 30,000

Oshkosh, Wis. Williamsport, Pa. Pueblo, Colo. New Britain, Conn. Everett, Mass. Cedar Rapids, Iowa. Bay City, Mich. Fort Worth, Tex. Easton, Pa. Gloucester, Mass.	I I I I I I I I	FFF MMFFFFFM	\$ 600 495 950 1,250 2,500 900 725 950 475 800 1,200	Kalamazoo, Mich. Quincy, Mass Hamilton, O. Kingston, N. Y. Newburgh, N. Y. Aurora (E. side), Ill. Aurora (W. side), Ill. Lima, O. Nashua, N. H. Meriden, Conn. Jamestown, N. Y.	1 1 1 21 21 1 1 1	FMMFFFFMMM	775 800 1,140 700 200 580 300 570 1,000 1,200 750
	I	M M	800	Meriden, Conn	I	.M M F	1,200
Jackson, Mich	1	F	800	Waltham, Mass	r	M	1,000

a Three and one-half days a week. b Two days a week.

b Thirteen-twentieths time.

c Part time to other work.

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC-Continued

CITIES WITH POPULATION OF 20,000 TO 30,000—continued

		١					
City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Poughkeepsie, N. Y	I I I	M F M M	\$ 1,200 1,080 1,000 1,000 950	Bangor, Me	1 1 1 1	F M F F	\$ 650 650 1,000 650 700
Bloomington, Ill	I I	F M M	750 1,200 300 800	Shenandoah, Pa	I I I	F M F F	540 800 1,200
East Orange, N. J	<i>c</i> <sub>5</sub>	M F M	750 600 1,000	Paducah, Ky	I	F F F	555 650
Elgin, Ill	I I I	F M F	950 700 1,000	New Albany, Ind	1 1 1	M M M M	1,000 950 1,175 800
Pittsfield, Mass	I I	M F M	1,000 1,150 900	Muskegon, Mich Battle Creek, Mich Winona, Minn	I I	M F F	750 775 800
Newport, R. I	I	F F	1,000 650	Green Bay, Wis	1	F M	675 1,000

b Two days a week.

#### CITIES WITH POPULATION OF 15,000 TO 20,000

Marion, Ind. Burlington, Vt. Northampton, Mass. Gloversville, N. Y.  Central Falls, R. I. Lorain, Ohio. Shamokin, Pa. Newark, O. Portsmouth, O. Mansfield, O. Richmond, Ind. New London, Conn. Lafayette, Ind. Lebanon, Pa. E. Liverpool, O. Stockton, Calif. Great Falls, Mont. Alameda, Calif. Danville, Ill. Columbus, Ga. El Paso, Texas  Lansing, Mich. Braddock, Pa.	M	900 1,000 Shreveport, La. 1,000 Shreveport, La. 1,000 Sstamford, Conn. 550 Lockport, N. Y. 500 Boo Union, N. J. 1,000 New Rochelle, N. Y. 600 Berkeley, Calif. 900 Parkersburg, W. Va. 700 Appleton, Wis. 1,100 1,000 Fond du Lac, Wis. 900 Ann Arbor, Mich. 685 Asheville, N. C. 900 Bradford, Pa. 1,000 Jacksonville, Ill. 935 Sedalla, Mo. 990 Montclair. N. J. 410n Ill. 540 Middletown. Hazelton, Pa. 475 Waterloo, Iowa. 906 Waterloo, Iowa. 9075 Waterloo, Iowa. 908	M M F F F F F F F	630 810 650 650 650 850 1,100 850 650 650 675 675 675 675 675 675 675 675 630 630 640

a Not reported.

c Also drawing.

#### CITIES WITH POPULATION OF 10,000 TO 15,000

Plymouth, Pa. Cranston, R. I. Streator, Ill Marietta, O. Muscatine, Iowa Cheyenne, Wyo. Keokuk, Iowa Beverly, Mass Watervliet, N. Y. Manistee, Mich. Mt. Carmel, Pa. Clinton, Mass	1 1 1 1 21 1 1 1 1	M FF FF M FF M M FF FF	\$305 672 700 720 900 600 800 810 950 550 600 175 700	Newburyport, Mass. Steubenville, O. Wilkinsburg, Pa. Ft. Dodge, Iowa. Woburn, Mass. Melrose, Mass. Hammond, Ind. Ashtabula, O. Freeport, Ill. Hyde Park, Mass. Homestead, Mass. Leon inster. Janesville, Wis.	1 1 1 1 1 1 1 1	FF FF FF M FF M M FF FF	\$550 600 675 585 900 713 540 650 700 800 600
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a Also drawing.

c Also German.

b Not full time.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MUSIC-Continued CITIES WITH POPULATION OF 10,000 TO 15,000-continued

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Owensboro, Ky Helena, Mont	I	F	\$ 630 765	Greenwich, Conn	gı	M	\$ 300
Ithaca, N. Y	ī	F	800	Gardner, Mass	ı	$\mathbf{M}$	800
Marlboro, Mass	I	M	600	Weymouth, Mass	1	$\mathbf{M}$	600
Chillicothe, O	I	F	750	Geneva, N. Y	1	F	300
Menominee, Mich	aı	M	713	Mankato, Minn	bı	F	630
Auburn, Me	I	M	800	Lawrence, Kans	1	F	450
Ansonia, Conn	I	M	600	Bath, Me	1	F	550
Wausau, Wis	1	F	450	Ottawa, Ill	1	M	650
E. Providence, R. I	I	F	646	Portsmouth, N. H	1	M	600
Cairo, Ill	Ţ	F	585	Little Falls, N. Y	ı	F F	450
W. Bay City, Mich	bт	F	350	Johnstown, N. Y	I		600
Spartansburg, S. C	1	F F	360	Southbridge, Mass	ı	F F	320
Leadville, Colo	aı	M	1,000	Henderson, KyLa Salle, Ill	1	F	550 600
Westfield, Mass	I	F	800	Meadville, Pa	I	F	800
Fresno, Calif.	1	F	630	Marquette, Mich	1	F	700
Manitowoc, Wis	CI I	F	1,250	Milford, Mass	T	F	350
Columbia, Pa	$d_{1}$	F	750 500	Ironton, O	т Т	F	450
Oklahoma City, Okla	u I	F	720	Greensboro, N. C.	1	F	540
Hannibal, Mo	T	$\hat{\mathbf{M}}$	360	Greensboro, IV. C	ī	F	225
Marshalltown	т т	F	630	Kearney, N. J	i	F	600
Lansingburg, N. Y	T .	$\hat{\mathbf{M}}$	1,200	Tiffin, O	T	$\hat{\mathbf{M}}$	- 800
Saratoga, N. Y	T .	M	1,000	Phillipsburg, N. J	1	F	650
Massillon, O	Ť	$\widetilde{\mathbf{M}}$	750	Sault St. Marie, Mich	ī	F	575
Huntington, W. Va	ī	F	560	Framingham, Mass	ī	$\dot{\mathbf{M}}$	800
	eı .	$\bar{\mathbf{M}}$	48	Naugatuck, Conn	I	$\mathbf{M}$	700
Attleboro, Mass	bı	M	650	Corning, N. Y	aı	F	450
Charleston, W. Va	1	$\mathbf{M}$	675	j.	I	$\mathbf{M}$	850
Dunkirk, N. Y	1	F	450	Rutland, Vt	1	F	500
Morristown, N. J	fı	M	600	Adams, Mass	1	F	650
Hornellsville, N. Y	aı	F	620	Beloit, Wis	1	F	570

a Also drawing.b Three days each week.

c Also manual training. d Also physical culture.

e Colored school.
f Half time.

g Half a day weekly.

CITIES WITH POPULATION OF 8,000 TO 10,000

Fort Scott, Kans.		CITIES	WIII	POPULATI	ON OF 8,000 TO 10,000			
Sunbury, Pa.	Fort Scott Kans	_	F	\$ 600	Champaign III		M	\$ 505
Pontiac, Mich	Sunbury Pa	_			N. Tonawanda, N. V.			
Watertown, Mass.         bī         M         350         Alliance, O.         I         F         750           Ironwood, Mich         I         F         700         Lincoln, III.         I         F         750           Bloomfield, N. J.         c1         M         650         Willimantic, Conn.         I         F         700           Adrian, Mich         I         F         650         Sharon, Pa.         I         M         765           Adrian, Mich         I         F         638         Long Branch, N. J.         I         F         1,000           Mattoon, III.         I         F         638         Webster, Mass.         I         F         500           Middletown, Conn.         d1         F         250         Cellyria, O.         c1         F         450           West Chester, Pa.         I         F         650         Webster, Mass.         I         F         650           Mutdson, N. Y.         I         F         425         Wabash, Ind         I         F         650           Mutdson, N. Y.         I         F         425         Wabash, Ind         I         F         800           Huntigo	Pontiac Mich	_			Duquesne Pa			
Tronwood, Mich					Alliance O			
Ironwood, Mich.	Watertown, Mass				Lincoln III			
Bloomfield, N. J.	Ironwood Mich							
Adrian, Mich.					William and Committee	_		
Adrian, Mich.	Bioomneid, 14. J				Sharon Pa	-		
Mattoon, III         I         F         638         Webster, Mass         I         F         500           Plymouth, Mass         dI         F         600         Elyria, O.         c1         F         650           Middletown, Conn         dI         F         250         Cwosso, Mich         fI         F         450           Escanaba, Mich         I         F         625         Xenia, O         I         M         800           Hudson, N. Y         I         F         425         Wabash, Ind         I         F         600           West Chester, Pa         I         F         600         Washington, Ind         I         M         800           Huthington, Ind         I         F         600         Washington, Ind         I         M         750           Natick, Mass         aI         F         600         Washington, Ind         I         M         750           Natick, Mass         aI         F         600         Warren, O         gI         M         550           Natick, Mass         I         F         500         Warren, O         gI         M         550 <td>Adrian Mich</td> <td></td> <td></td> <td></td> <td>Long Propeh M I</td> <td></td> <td></td> <td></td>	Adrian Mich				Long Propeh M I			
Plymouth, Mass	Matteen III				Webster Mess	_		
Middletown, Conn         dI         F         250         Owosso, Mich.         fI         F         450           Escanaba, Mich.         I         F         625         Scania, O         I         M         800           Hudson, N. Y         I         F         425         Wabash, Ind.         I         F         600           West Chester, Pa         I         F         1,000         Arlington, Mass.         eI         F         800           Natick, Mass         aI         F         600         Washington, Ind.         I         M         750           Natick, Mass         aI         F         600         Washington, Ind.         I         M         750           Natick, Mass         aI         F         600         Warren, O         gI         M         750           Natick, Mass         I         F         500         Warren, O         gI         M         550           Materville, Me         I         F         500         Rochester, N.H         I         M         675           Amesbury, Mass         I         F         800         Barre, Vt         hI         F         500      <	Di anth Man-						F.	
Escanaba, Mich         I         F         625         Xenia, O         I         M         800           Hudson, N.Y.         I         F         425         Wabash, Ind.         I         F         600           West Chester, Pa.         I         F         1,000         Arlington, Mass.         eI         F         800           Natick, Mass.         aI         F         400         Danvers, Mass.         I         F         450           Vaterville, Me.         I         F         500         Rochester, N.H.         I         M         550           Amesbury, Mass.         I         F         400         Rochester, N.H.         I         M         675           Olean, N.Y.         c1         F         800         Barre, Vt.         hI         F         500           Carthage, Mo.         I         F         450         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         355         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         350         Freemont, O.         I         M         500           I	Middletown C				Owegon Wiel			
Hudson, N. Y         I         F         425         Wabash, Ind.         I         F         600           West Chester, Pa         I         F         600         Arlington, Mass.         et         F         800           Muntington, Ind.         I         F         600         Washington, Ind.         I         M         750           Natick, Mass.         at         F         400         Danvers, Mass.         I         F         450           Frankfort, Ky.         I         M         300         Warren, O.         gt         M         550           Vaterville, Me.         I         F         500         Rochester, N. H.         I         M         350           Amesbury, Mass.         I         F         400         Rochester, N. H.         I         M         350           Olean, N. Y.         c1         F         800         Barre, Vt.         h1         F         500           Carthage, Mo.         I         M         585         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         375         Freemont, O.         I         M         450           Port	Franch Mich				Varia O			
West Chester, Pa.         I         F         1,000         Arlington, Mass.         eI         F         800           Huntington, Ind.         I         F         400         Washington, Ind.         I         M         750           Natick, Mass.         aI         F         400         Danvers, Mass.         I         F         450           Vaterville, Me.         I         F         500         Rochester, N. H.         I         M         550           Amesbury, Mass.         I         F         800         Rochester, N. H.         I         M         675           Olean, N. Y.         cI         F         800         Barre, Vt.         hI         F         500           Carthage, Mo.         I         M         585         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         350         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         335         Torrington, Conn.         I         M         600           I         F         335         Titusville, Pa.         I         F         570           Hutchinson, Kans.		_						
Huntington, Ind.         I         F         600 Natick, Mass.         Washington, Ind.         I         I         M         750 Natick, Mass.         I         F         450 Danvers, Mass.         I         I         F         450 Danvers, Mass.         I         F         450 Warren, O.         g1 M         750 Warren, O.         g1 M         550 Maren, O.         M         750 Maren, O.         g1 M         550 Rochester, N. H.         I         M         350 Maren, Mass.         I         F         450 Peru, Ind.         I         M         350 Maren, Mass.         I         M         675 Maren, Mass.         I         M         450 Peru, Ind.         I         M         450 Maren, Mass.         I         M         450 Maren, Mass.         I         M         450 Maren, Mass.         I         F         500 Maren, Mass.         I         F         570 Maren, Mass.         I         F         450 Ma		_				_		
Natick, Mass.         ai         F         400         Danvers, Mass.         i         F         450           Frankfort, Ky         i         M         300         Waren, O.         gi         M         550           Waterville, Me.         i         F         500         Rochester, N. H.         i         M         550           Amesbury, Mass.         i         F         400         Rochester, N. H.         i         M         675           Olean, N. Y.         ci         F         800         Barre, Vt.         hi         F         500           Carthage, Mo.         i         M         585         Freemont, O.         i         M         450           Carthage, Mo.         i         F         450         Plattsburg, N. Y.         i         F         500           Traverse City, Mich.         i         F         450         Plattsburg, N. Y.         i         F         500           Port Jervis, N. Y.         i         F         3350         Torrington, Conn.         i         M         400           I         F         3350         Ware, Mass.         i         F         500           Hutchinson, Kans. <td< td=""><td>West Chester, Pa</td><td>_</td><td></td><td></td><td>Arlington, Mass</td><td></td><td></td><td></td></td<>	West Chester, Pa	_			Arlington, Mass			
Frankfort, Ky.         I         M         300 Warren, O.         gI         M         550 Waterville, Me.         I         F         500 Rochester, N. H.         I         M         350 Rochester, N. H.         I         M         350 Peru, Ind.         I         M         675 Peru, Ind.         I         M         675 Peru, Ind.         I         M         450 Peru, Ind.         I         M         570 Peru, Ind.         I         M         450 Peru, Ind.         I         F         500 Peru, Ind.         I         F         500 Peru, Ind.         I	Huntington, Ind				Washington, Ind			
Waterville, Me.         I         F         500         Rochester, N. H.         I         M         350           Amesbury, Mass.         I         F         400         Rochester, N. H.         I         M         350           Olean, N. Y.         c1         F         800         Barre, Vt.         h1         F         500           Carthage, Mo.         I         M         585         Freemont, O.         I         M         450           Port Jervis, N. Y.         I         F         450         Plattsburg, N. Y.         I         F         500           Port Jervis, N. Y.         I         F         375         Torrington, Conn.         I         M         600           Port Jervis, N. Y.         I         F         350         Torrington, Conn.         I         M         600           Port Jervis, N. Y.         I         F         350         Torrington, Conn.         I         M         600           Port Jervis, N. Y.         I         F         350         Torrington, Conn.         I         M         600           Port Jervis, N. Y.         I         F         350         Torrington, Conn.         I         M         600	Natick, Mass							
Amesbury, Mass.         I         F         400         Peru, Ind.         I         I         M         675           Olean, N. Y.         61         F         800         Barre, Vt.         hI         F         505           Carthage, Mo.         1         M         585         Freemont, O.         1         M         450           Traverse City, Mich.         1         F         450         Platisburg, N. Y.         1         F         500           Port Jervis, N. Y.         1         F         355         Torrington, Conn.         1         M         600           Port Jervis, N. Y.         1         F         350         Torrington, Conn.         1         M         600           Pubeis, Pa.         1         F         325         Titusville, Pa.         1         F         500           Ubbois, Pa.         1         F         450         Bowling Green, Ky.         1         F         450           Ubbois, Pa.         1         F         713         Bowling Green, Ky.         1         F         500           Wakefield, Mass.         1         M         800         Rockland, Me.         1         F         500	Frankfort, Ky	_						
Olean, N. Y.         c1         F         800         Barre, Vt.         h1         F         500           Carthage, Mo         1         M         585         Freemont, O.         1         M         450           Traverse City, Mich.         1         F         450         Plattsburg, N. Y.         1         F         500           Port Jervis, N. Y.         1         F         375         Torrington, Conn.         1         M         600           Vare, Mass.         1         F         350         Ware, Mass.         1         F         500           Hutchinson, Kans.         1         F         430         Bowling Green, Ky.         1         F         570           Hutchinson, Kans.         1         F         495         Bowling Green, Ky.         1         F         450           Dubois, Pa.         1         F         495         Bowling Green, Ky.         1         F         450           Wakefield, Mass.         1         M         800         Rockland, Me.         1         F         500           Iron Mt., Mich.         1         F         713         Columbus, Ind.         1         F         900	Waterville, Me	_				_		
Carthage, Mo.         I         M         585         Freemont, O.         I         M         450           Traverse City, Mich.         I         F         450         Hattsburg, N. Y.         I         F         500           Port Jervis, N. Y.         I         F         375         Torrington, Conn.         I         M         600           I         F         335         Ware, Mass.         I         F         500           I         F         335         Titusville, Pa.         I         F         570           Hutchinson, Kans.         I         F         450         Bowling Green, Ky.         I         F         570           Dubois, Pa.         I         F         450         Bowling Green, Ky.         I         F         450           Wakefield, Mass.         I         M         800         Rockland, Me.         I         F         500           Oskaloosa, Ga.         I         M         675         Chippewa Falls, Wis.         aI         F         675           Phoenixville, Pa.         I         M         703         Wellston, O.         I         M         495           Batavia, N. Y.         I <td< td=""><td>Amesbury, Mass</td><td>I</td><td></td><td></td><td>Peru, Ind</td><td></td><td></td><td></td></td<>	Amesbury, Mass	I			Peru, Ind			
Traverse City, Mich.         I         F         450 Port Jervis, N. Y.         I         F         500 Torrington, Conn.         I         F         500 Mare, Mass.         I         F         500 Ware, Mass.         I         F         500 Mare, Mass.         I         F         500 Mass.         I         F         570 Cambridge, O.         I         M         675 Mortinge, O.         I         M         675 Mortinge, O.         I         M         675 Mortinge, O.         I         F         450 Mortinge, O.         I         F         450 Mortinge, O.         I         F         450 Mortinge, O.         I         F         450 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         M         765 Mortinge, O.         I         F         450 Mortinge, O.         I         I         F         500 Mortinge, O.         I         I         F         500 Mortinge, O.         I <td>Olean, N. Y</td> <td>CI</td> <td></td> <td></td> <td>Barre, Vt</td> <td>hı</td> <td></td> <td>500</td>	Olean, N. Y	CI			Barre, Vt	hı		500
Port Jervis, N. Y.		1		585	Freemont, O	ı		450
2   F   350	Traverse City, Mich	I		450		ı		
T	Port Jervis, N. Y	1		375		I		600
T		2		350	Ware, Mass	I		500
T		1		325	Titusville, Pa	I	F	570
Dubois, Pa.         I         F         495         Emporia, Kans.         I         M         765           Wakefield, Mass.         I         M         800         Rockland, Me.         I         F         500           Iron Mt., Mich.         I         F         713         Columbus, Ind.         I         F         900           Oskaloosa, Ga.         I         M         675         Chippewa Falls, Wis.         at         F         675           Phoenixville, Pa.         I         M         703         Wellston, O.         I         I         M         495           Batavia, N. Y.         I         F         500         Warren, Pa.         I         F         495           Keene, N. H.         e1         F         300         Latonia, N. H.         I         M         500           Pasadena, Calif.         I         F         900         Danville, Pa.         I         F         360		ı	F		Cambridge, O	1	M	675
Dubois, Pa.         I         F         495         Emporia, Kans.         I         M         765           Wakefield, Mass.         I         M         800         Rockland, Me.         I         F         500           Iron Mt., Mich.         I         F         713         Columbus, Ind.         I         F         900           Oskaloosa, Ga.         I         M         675         Chippewa Falls, Wis.         at         F         675           Phoenixville, Pa.         I         F         500         Wellston, O.         I         I         M         495           Batavia, N. Y.         I         F         500         Warren, Pa.         I         F         495           Keene, N. H.         e1         F         300         Latonia, N. H.         I         M         500           Pasadena, Calif.         I         F         900         Danville, Pa.         I         F         360	Hutchinson, Kans	1	F	450	Bowling Green, Ky	I	F	450
Wakefield, Mass.         I         M         800 Iron Mt., Mich.         I         F         500 Iron Mt., Mich.         I         F         900 Columbus, Ind.         I         I         M         495 Core           Phoenixville, Pa         I         I         I         F         495 Core         Warren, Pa         I         I         F         495 Core           Keene, N. H.         e1         F         300 Core         Latonia, N. H.         I         I         F         500 Core           Pasadena, Calif.         I         F         900 Core         Danville, Pa         I         F         360	Dubois, Pa	1	F			1	M	765
Iron Mt.,Mich.	Wakefield, Mass	1	$\bar{\mathbf{M}}$		Rockland, Me	1	F	500
Oskaloosa, Ga.         I         M         675 b/75 (Phoenixville, Pa.         Chippewa Falls, Wis.         aI         F         675 b/75 (Phoenixville, Pa.           Phoenixville, Pa.         I         M         703 (Phoenixville, Pa.         Wellston, O.         I         M         495 (Phoenixville, Pa.           Batavia, N. Y.         I         F         500 (Phoenixville, Pa.         I         F         495 (Phoenixville, Pa.           Keene, N. H.         eI         F         300 (Phoenixville, Pa.         I         M         500 (Phoenixville, Pa.           Pasadena, Califi.         I         F         900 (Phoenixville, Pa.         I         I         F         360 (Phoenixville, Pa.	Iron Mt. Mich	I	F	713	Columbus, Ind	T	F	000
Phoenixville, Pa         I         M         703         Wellston, O.         I         M         495           Batavia, N. Y         I         F         500         Warren, Pa         I         F         495           Keene, N. H         e1         F         300         Latonia, N. H         I         M         500           Pasadena, Calif         I         F         900         Danville, Pa         I         F         360	Oskaloosa, Ga	ī	M		Chippewa Falls, Wis		F	
Batavia, N. Y.         I         F         500         Warren, Pa.         I         F         495           Keene, N. H.         e1         F         300         Latonia, N. H.         I         M         500           Pasadena, Calif.         I         F         900         Danville, Pa.         I         F         360	Phoenixville, Pa	_			Wellston, O			
Keene, N. H.         et         F         300         Latonia, N. H.         r         M         500           Pasadena, Calif.         r         F         900         Danville, Pa.         r         F         360	Batavia N. V	_						
Pasadena, Calit I F   goo   Danville, Pa I F   360		_			Latonia N. H.	_		
					Danville, Pa			
			1 *	900				

a Also drawing.b One day weekly.c Also physical culture.

d Half time. e Three days per week. f Four-fifths time.

g Two-fifths time.

h Three and one-half days weekly.

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING

CITIES WITH POPULATION OF 1,000,000 OR OVER

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
New York, N. Y	I	M M F F F F F F F F F F	\$4,000 3,900 3,950 2,160 1,400 1,300 1,200 1,100 1,000 900	Chicago, Ill	1 4 1 8	M F M F	\$2,400 1,400 3,000 1,000
Average	24		1,328				

#### CITIES WITH POPULATION OF 200,000 TO 1,000,000

St. Louis, Mo	I	M F	\$1,968 1,000	New Orleans, La	1 4 1	F F F	\$ 765 630
Boston, Mass	1	М	3,600	Average	6		638
	1 1 3	M M F	2,508 2,500 1,500	Washington, D. C	ī	F	1,400
	5	F	1,200		ı,	M F	I,200 I,000
Average	10		1,551		I	F	900 850
Baltimore, Md	I I I	F F M	1,200 648 2,200		I I I	M F F	800 700 650
Buffalo, N. Y	1 3	M F	1,600		3	$\mathbf{\hat{M}}_{\mathbf{F}}$	600 600
San Francisco, Calif	1	F	1,620 900		I	F F	550 525
Pittsburg, Pa Cincinnati, Ohio	1	F M	1,500	Average	13		737
W	I	F M	1,100	Newark, N. J	I I	F F	1,500
	2 I	FF	800 750	Jersey City, N. J Louisville, Ky	I	M F	2,400 1,500
Average			850	Minneapolis, Minn	I	F F	900
Detroit, Mich	1	F	1,500				

#### CITIES WITH POPULATION OF 100,000 TO 200,000

Indianapolis, Ind	1	F	\$2,500	Los Angeles, Calif	1	F	\$ 1,300
D 11 D Y	I	F	1,500	37 77 0	1	F	1,200
Providence, R. I	1	F	1,800	New Haven, Conn	1	M	1,700
D 1 / N N	2	F	1,000	Syracuse, N. Y	1	F	1,100
Rochester, N. Y	1	F	1,200	Fall River, Mass	1	M	1,000
D C.1.	1	F	1,000	Omaha, Neb	1	F	1,235
Denver, Colo	1	M	1,700	Paterson, N. J	1	F	1,000
	I	F	1,400	St. Joseph, Mo	1	F	1,125
Average	2			Scranton, Pa	1	F	1,400
Average	2	• • • •	1,550	Lowell, Mass	I	L.	800
Allegheny, Pa	1	F	1,100	Lowell, Mass	, ,	M	1,250
rinegicity, ra	1	F	800	1		141	250
Columbus, O	ī	M	1,425				1
Worcester, Mass	ī	M	1,800	ŀ			
	ī	M	1,300				
	2	F	850				1
	1	F	300				

### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING-Continued

#### CITIES WITH POPULATION OF 50,000 TO 100,000

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Portland, Oregon.  Cambridge, Mass.  Albany, N. Y. Dayton, O. Seattle, Wash. Grand Rapids, Mich. Reading, Pa. Nashville, Tenn. Wilmington, Del. Camden, N. J. Bridgeport, Conn Trenton, N. J. Troy, N. Y. Lynn, Mass. Oakland, Calif. New Bedford, Mass. Somerville, Mass. Lawrence, Mass.		FFMFMFFFFFMMMFFFFFFMFFMF	\$ 800 650 1,900 800 1,125 1,000 1,125 650 1,500 1,200 900 1,250 1,250 1,500 1,250 1,250 1,500 1,250 1,500	Springfield, Mass.  Hoboken, N. J  Peoria, Ill. Evansville, Ind. Manchester, N. H.  Utica, N. Y  Duluth, Minn. Salt Lake City, Utah. Waterbury, Conn. Elizabeth, N. J. Erie, Pa  Norfolk, Va. Harrisburg, Pa	1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	MFMFFFMMMFFFMFFFMFMFFF	\$1,600 700 900 720 1,500 1,200 1,100 700 1,050 1,450 1,000 665 456 750 950 475

a Also penmanship.

b Also manual training,

#### CITIES WITH POPULATION OF 30,000 TO 50,000

Holyoke, Mass	1	F.	\$1,200	Bayonne, N. J.	1	F	\$ 750
,	1	F	800	Superior, Wis	1	F	900
Youngstown, O	1	F	1,200	York, Pa	1	F	765
Ft. Wayne, Ind	1	F	1,100	Newton, Mass	1	M	2,000
Akron, O	1	F	1,000	Springfield, Ill	1	F	1,000
Tacoma, Wash	T	F	850	Butte, Mont	1	F	1,050
Covington, Ky	ī	(a)	700	Chelsea, Mass	ī	F	850
Lincoln, Neb	T	F	800		T	F.	525
Dallas, Texas	Ť	F	900	Topeka, Kans	ī	F.	630
Brockton, Mass	ī	F	700	Fitchburg, Mass	ī	F	750
Dioekton, Danss.	Î	F	000	E. St. Louis, Mo	ī	$\hat{\mathbf{M}}$	1,200
Schenectady, N. Y	î	F	800	Atlantic City, N. J.	î	F	750
Schenectady, 14. 1	Ť	м	750	Montgomery, Ala	bī	M	1.000
Pawtucket, R. I	Ť	M	1,400	Taunton, Mass	T	F	1,000
1 awtucket, K. 1	7	F	700	Newcastle, Pa	1.	F	630
Altoona, Pa	T	F		Passaic, N. J.	T	F	850
Cominger Mich	1	F	540	Canton, O.	bΪ	M	
Saginaw, Mich	T	F	1,000	Sioux City, Iowa	1	F	950
Johnstown, Pa	T T	F	1,000	Auburn, N. Y.	_	F	900
Haverhill, Mass	_	F		Daring Wie	1	F	900
Terre Haute, Ind	I	F	950	Racine, Wis	I	F	800
Allentown, Pa	I	F	300	Joliet, Ill	1		800
Dubuque, Iowa	I	F	750	Chattanooga, Tenn	1	F	540
Davenport, Iowa	1	F	1,000	Woonsocket, R. I	1	F	750
Salem, Mass	1		1,500	Sacramento, Calif	1	M	1,000
Elmira, N. Y	I	F	900		I	F	1,000
Malden, Mass	r	M	1,500	La Crosse, Wis	1	F	725

a Not reported.

b Also penmanship.

#### CITIES WITH POPULATION OF 20,000 TO 30,000

				1		1	
Oshkosh, Wis Pueblo, Colo New Britain, Conn Everett, Mass Cedar Rapids, Iowa Bay City, Mich Fort Worth, Texas. Gloucester, Mass N. Adams, Mass. Jackson, Mich Quincy, Mass Hamilton, O Kingston, N. Y	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	FFFFFFFMFFMMFMFFF	\$ 750 950 750 750 700 200 900 800 1,188 800 200 1,200 800 760 700 550	Newburgh, N. Y. Aurora (E. side), Ill. Aurora (W. side), Ill. Nashua, N. H. Meriden, Conn Jamestown, N. Y. Waltham, Mass Poughkeepsie, N. Y. Muncie, Ind. Lewiston, Me. Cohoes, N. Y. Zanesville, O. Bloomington, Ill. Newport News, Va	1	FFFFFFMFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	\$ 850 900 1,100 800 700 600 1,050 600 700 900 500 700 950 600 540

a Also manual training.

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING-Continued

cm	ries wit	TH POP	ULATION C	F 20,000 TO 30,000—continue	d		
City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Colorado Springs, Colo Sheboygan, Wis East Orange, N. J. Elgin, Ill Watertown, N. Y. Burlington, Iowa Clinton, Iowa Pittsheld, Mass. Anderson, Ind. Norristown, Pa. Newport, R. I. Decatur, Ill. Bangor, Me. Warwick, R. I. Brookline, Mass.	I I I,	<b>БЕТЕТЕТЕММЕТЕТЕТЕ</b>	\$1,200 750 1,200 800 550 700 665 1,000 810 700 1,000 300 700 600 700 1,200	Brookline, Mass Niagara Falls, N. Y. Shenandoah, Pa. Rock Island, Ill Evanston, Ill. Madison, Wis Chicopee, Mass Concord, N. H Medford, Mass Muskegon, Mich Battle Creek, Mich Winona, Minn Sandusky, O.	1 1 1 1 1 1	FFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	\$ 950 800 750 1,100 750 222 675 1,000 800 400 800 1,000
b Also writing.		CIT	ES OF 15,	000 TO 20,000			
Marion, Ind Burlington, Vt Northampton, Mass Gloversville, N. Y	aı ı ı bı	M F F F	\$ 900 575 200 800 650	Shreveport, La Stamford, Conn  Lockport, N. Y Plainfield, N. J New Rockello, N. V.	I I	F F F F F F	\$ 720 850 750 650 800

Burlington, Vt	1	F	1
	1	F	
Northampton, Mass	1	F	

Durington, vt		1 1	1 3/3 1	Stannord, Comm			030
	1	F	200	, i	1	F	750
Northampton, Mass	1	F	800	Lockport, N. Y	1	F	650
Gloversville, N. Y	bı	F	650	Plainfield, N. J	1	F	800
Central Falls, R. I	I	F	800	New Rochelle, N. Y	1	F	1,100
Lorain, Ohio	1	F	650		1	F	400
Newark, Ohio	I	M	1,000	Berkeley, Calif	1	F	1,100
Mansfield, Ohio	1	F	810	Michigan City, Ind	1	F	765
Richmond, Ind	1	F	1,000	Appleton, Wis	1	F	324
New London, Conn		F	900		1	F	270
Lafayette, Ind	1	M	750	Ann Arbor, Mich	1	F	700
Great Falls, Mont	1	F	950	Jacksonville, Ill	1	F	675
Alameda, Calif		F	990	Alton, Ill	1	F	800
El Paso, Texas	1	F	990	Middletown, N. Y	1	F	700
	1	F	825	Waterloo, Iowa	1	F	540
Lansing, Mich		F	500	Ogdensburg, N. Y	1	F	700
Logansport, Ind	1	F	630				

a Also manual training.

b Also penmanship.

	CITII	ES WITH	POPULAT	ON OF 10,000 TO 15,000			
Kankakee, Ill		F	\$ 540	Hannihal Ma	_	F	\$ 585
Cranston, R. I.	1 2	F	\$ 540	Hannibal, Mo Marshalltown, Iowa	I	F	1 " 5 5
Marietta, O	2 T	F	600	Lansingburg, N. Y	1	F	540
Muscatine, Iowa	1	F		Lansingburg, N. 1		F	600
Povorly Mass	_	M	700	Marrina O	I	M	450
Beverly, Mass	1	M	1,200	Massillon, O	1	F	650
W-4	2		200	Attleboro, Mass	1	F	800
Watervliet, N. Y	1	F	550	Morristown, N. J	, 1		700
Manistee, Mich	1	F	650	Greenwich, Conn	bı	M	650
Clinton. Mass	1	M	800	Milford, Mass	1	F	450
Newburyport, Mass	I	F	550	Greensboro, N. C	1	F	360
Steubenville, O	1	F	600	Kearney, N. J	1	F	700
Wilkinsburg, Pa	1	F	675	Tiffin, Ohio	I	F	650
Ft. Dodge, Iowa	1	F	608	Sault Ste. Marie, Mich	I	F	600
Woburn, Mass	1	M	600	Framingham, Mass	1	M	700
Melrose, Mass	1	M	750	Naugatuck, Conn	1	F	1,000
Ashtabula, O	I	F	270	Corning, N. Y	$c_{I}$	F	350
Freeport, Ill	1	F	700	Revere, Mass	1	F	600
Hyde Park, Mass	1	F	550	Rutland, Vt	1	F	600
Homestead, Pa	1	F	1,000	Adams, Mass	I	M	850
Leominster, Mass	1	F	600	Beloit, Wis	ī	F	665
Owensboro, Ky Helena, Mont	I	F	630	Gardner, Mass	1	F	700
Helena, Mont	ī	F	900	Weymouth, Mass	ī	F	400
Ithaca, N. Y	ī	M	1,000	Geneva, N. Y	Ť	F	500
Marlboro, Mass	Ť	F	600	Lawrence, Kans	ī	F	450
Chillicothe, O	ar	$\tilde{\mathbf{M}}$	1,200	Ottawa, Ill	Ť	F	750
Auburn, Me	Ţ	F	476	Portsmouth, N. H	ī	F	750
Ansonia, Conn	ī	F	650	Little Falls, N. Y	ī	F	550
Wausau, Wis	ī	F	500	Johnstown, N. Y	1	F	600
E. Providence, R. I	í	F	646	Southbridge, Mass	1	F	550
Westfield, Mass	Ť	M	1,000	Henderson, Ky	1	F	
Marion, Ohio	a i	F	720	La Salle, Ill	1	F	550 600
Fresno, Calif	1	F	1,200	Peekskill, N. Y.	_	F	_
Manitowoc, Wis	1 T	F	, ,	Marguetta Mich	I	F	350
Maintowoc, WIS	1	r.	425	Marquette, Mich	1	F	700

a Also penmanship.

#### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF DRAWING-Continued CITIES WITH POPULATION OF 8,000 TO 10,000

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Watertown, Mass Ironwood, Mich Adrian, Mich Plymouth, Mass. Middletown, Conn. West Chester, Pa. Huntington, Ind Frankfort, Ky. Waterville, Me. Amesbury, Mass. Olean, N. Y. Waukegan, Ill Carthage, Mo Traverse City, Mich Wakefield, Mass. Batavia, N. Y. Keene, N. H. Pasadena, Calif. Champaign, Ill N. Tonawanda, N. Y.		авалананан манананан аваланан мананан м Таматан мананан манан мананан манан	\$ 700 700 700 350 240 1,300 750 375 500 400 675 585 500 600 300 900 505 700 335 475	Duquesne, Pa. Alliance, O Willimantic, Conn. Sharon, Pa. Long Branch, N. J. Webster, Mass Elyria, O Owosso, Mich Wabash, Ind Arlington, Mass.  Danvers, Mass. Warren, O Rochester, N. H Barre, Vt Watertown, Wis Plattsburg, N. Y Torrington, Conn. Ware, Mass. Titusville, Pa. Columbus, Ind Laconia, N. H.	ci ci fi gi fi gi ii ii ii ii ii ii ii ii ii ii ii ii	FFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFFF	\$720 700 250 675 800 750 650 360 450 755 300 300 600 300 600 570 630 375

- a Half time.
- b Also art.
  c Also penmanship.
  d Three days a week.
- e Also commercial. f Also sewing.
  g Three-fifths time.
  h Two days a week.
- i One day a week.
  j One-fourth time.
  k Also-teaches in Winsted, total salary \$1,100.

#### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING CITIES WITH POPULATION OF 1,000,000 OR OVER

New York, N. Y	1	М	\$4,000	Chicago, Ill	I	М	\$3,000
Average	10 2 8 4 2	- 4444	1,400 1,300 1,200 1,100 1,000	Average	10 1 4 1 2 1 1 1 1	M M F M M M M M F	1,400 1,300 1,100 1,100 1,000 900 800 700 700

#### CITIES WITH PORTH ATION OF 200 000 TO 1 000 000

St. Louis, Mo	1	м	\$1,312	Detroit, Mich	1	M	\$1,700
St. Louis, Mo	6	M	806	Detroit, Mich		IVI	\$1,700
	4	M	800		4	M	. 000
į.					2	$\dot{\mathbf{M}}$	750
Average	11		899				
				Average	6		850
Boston, Mass	1	M	2,508	W Line D C	_	3.0	
		3.5		Washington, D. C	1	M	2,000
	3	M F	1,200		$b_3$	М	850
	2	M	1,200		b3	M	825
	3	F	996		$b_0$	M	800
0	15	F	996	i i	$b_2$	M	600
1	3	M	948			141	000
		F	900	Average	17		700
<b>!</b>	3	F	852	11verage	-,		790
į	J	F	804	Newark, N. J	1	M	2,200
-							
Average	34		992		1	M	1,200
e e	٠.				4	M	1,100
San Francisco, Calif	1	$\mathbf{M}$	1,800		I	M	1,000
· ·	5	M	1,000	[	2	F	950
Pittsburg, Pa	3	M	1,500		5	F	800
	<i>a</i> <sub>2</sub>	F	900				
Milwaukee, Wis	I	F	1,200	Average	13	• •	962
	٠I	M	500	N.C. 11 N.C.		3.6	0
				Minneapolis, Minn	1	M	1,800
ļ					3	м	1,050
					3	M	850
1			1	Average	4		1,000

a Sloyd.

b Teachers of carpentry.

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING—Continued CITIES WITH POPULATION OF 100,000 TO 200,000

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Indianapolis, Ind	1	M	\$1,500	Allegheny, Pa	1	M	\$1,400
Rochester, N. Y		M	2,000		1	M M	1,350
21002001, 211 21111111111111111111111111		F			4	M M	1,250
	9	F	650 600	·	1	M	850
	I	F	550	Average	9		1,211
Average	12		633	Worcester, Mass	1	М	2,000
Toledo, Ohio	ı ı	M M	713		2	м	1,200
	aı	F	570 523		1	M	1,100
	aı	$\frac{\hat{\mathbf{M}}}{\mathbf{F}}$	475 475		I	M M	900
	aı	F	428		1	M	800
Average	6		531	Average	6	٠.	1,042
Denver, Colo		M	,	Los Angeles, Calif New Haven, Conn Syracuse, N. Y	<i>b</i> 1	M F	1,400
Denver, Colo	1	M	1,200 760	Syracuse, N. Y	I	M	750 1,000
	I	F	760	Paterson, N. J	3	F M	1,000
						l	
a Knife work.	i	b Sloyd	•				
	CITIE	S WITH	POPULATI	ON OF 50,000 TO 100,000			1
Atlanta, Ga	1	M	\$1,500	Wilmington, Del	. 3	M	\$1,000
	I	$_{ m M}^{ m M}$	1,000 800	New Bedford, Mass	cı ı	M M	800 1,600
Grand Rapids, Mich	I	F M	525	Springfield, Mass	1 2	M M	1,300
Grand Rapids, Mich	1	$\mathbf{M}$	2,000 700		2	F	700
Nashville, Tenn	2 I	$_{ m M}^{ m F}$	700 1,300	Manchester, N. H	I	M M	700
	1	M F	1,000	San Antonio, Tex Salt Lake City, Utah	1	M M	1,200
	1	1	900	Erie, Pa	ī	M	1,197
c Colored.				<u> </u>			
	CITIE	s with	POPULAT	ION OF 30,000 TO 50,000			
Youngstown, O	1	$\dot{\mathbf{M}}$	\$1,200	Topeka, Kan	1	F	\$ 540
Birmingham, Ala	I	$_{\mathbf{M}}^{\mathrm{F}}$	900 1,350		I	F F	495 405
Saginaw, Mich	aı	$\mathbf{M}$	1,000	D 16 170	1	F	360
Johnstown, Pa	b I	F M	650 1,100	Rockford, Ill	I	M F	1,000 900
Haverhill, Mass Davenport, Iowa	CI I	$M \choose (d)$	950	Atlantic City, N. J	I	F	1,000 550
Superior, Wis	I	$\mathbf{M}$	1,500	m	1	F	500
Newton, Mass	c I	M F	750 800	Taunton, Mass Passaic, N. J	I	F M	700 1,200
				Auburn, N. Y	I	M M	1,100
a Woodwork.	1 77 -: 0	ework.					
a woodwork.				c Sloyd. d Not repo	rtea.		
	- CITIE	S WITH	POPULAT	ION OF 20,000 TO 30,000	I		
Oshkosh, Wis Pueblo, Colo	I	M	\$1,250	Newburg, N. Y	eı	M	\$ 1,300
	1	M F	1,200 665	Newburg, N. Y	I	M M	1,400 1,000
New Britain, Conn Everett, Mass	I	M F	1,000 700	Lewiston, Me	I	$_{ m M}^{ m M}$	550 775
Kalamazoo, Mich	1	F	750	Bloomington, Ill	1	$\mathbf{M}$	1,100
	I 2	F	600	Newport News, Va	I	$_{ m M}^{ m F}$	360 900
	I	M F	425 350	East Orange, N. J	I	$\mathbf{M}$	900
	^	- 1	330		1		

e Also mechanical drawing

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF MANUAL TRAINING-Continued CITIES WITH POPULATION OF 20,000 TO 30,000-continued

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Austin, Tex	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	M M F M M M	\$1,500 750 650 650 850 2,700 1,500 1,300	Rock Island, Ill. Evanston, Ill. Medford, Mass Battle Creek, Mich.	1 1 1 1 1 1 c1	M F F M M M M	\$1,250 850 700 1,200 1,500 1,200 800 500

c Sloyd.

f Four days a week.

#### CITIES WITH POPULATION OF 15,000 TO 20,000

Northampton, Mass	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	F M M F M F M M M	\$ 500 1,000 800 1,210 825 1,200 540 1,350 1,200 320	Union, N. J.  New Rochelle, N. Y. Atchison, Kan. Ann Arbor, Mich Asheville, N. C. Bradford, Pa Jacksonville, Ill. Montclair, N. J.	b1 1 1 1 1	M F M F M F M F M	\$1,000 700 1,200 585 1,200 800 650 675 1,200 850 \$4 pr day
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#### CITIES WITH POPULATION OF 10,000 TO 15,000

Melrose, Mass.	F \$ 400 M 1,500 M 900 F 700 M 760 M 700	Naugatuck, Conn	fi gi i	M M M M M M	\$ 750 900 180 900 600 1,200
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#### CITIES WITH POPULATION OF 8,000 TO 10,000

## YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING

#### CITIES WITH POPULATION OF 1,000,000 OR OVER

New York, N. Y	1	M M	\$4,000 3,000	Chicago, Ill	I	M	\$3,000
	2	F	2,500		5	M	1,300
					7	M	1,200
Average	4		3,000	*	1	M	1,100
-					1	F	1,100
	2		1,400		4	M	1,000
	3		1,200	1	1	F	1,000
	1		1,100		2	F	800
	4		1,100				
	2	٠.	900	Average	21		1,128
Average	12		1,142				

<sup>a Two days a week for 25 weeks.
b Three days a week.
c Lathe and vise work.
d Sloyd.</sup> 

<sup>e Includes repair work,
f Bench and tray work,
g Part of time.
h Also art.</sup> 

<sup>i One-half time.
j Sloyd and writing.
k Four days a week.</sup> 

### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING—Continued

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
St. Louis, Mo	1	M F	\$1,104 952	Cleveland, O	aı	М	\$2,000
	ī	M	806		1	F	1,100
	5	$\mathbf{M}$	724		1	$\mathbf{F}$	1,000
	I	M M	672	A			
	1	F	640 340	Average	2	• •	1,05
				San Francisco, Calif	1	$\mathbf{M}$	1,800
Average	11		748	·	1	$\mathbf{M}$	1,20
Boston, Mass	1	$\mathbf{M}$	3,000	Cincinnati, O	1	$\mathbf{M}$	1,90
	1	$\mathbf{M}$	2,280		2	M	1,20
	I	$\mathbf{M}$	1,800		2	$\mathbf{M}$	80
	6	F F	1,200		I	$\mathbf{F}$	80
	2 I	F	936 900	Average	5		96
Average	11		1,277	Milwaukee, Wis	1	M	1,00
Baltimore, Md	1	M		Detroit, Mich	1	$\mathbf{F}$	1,50
Daitimore, Mid	1		1,500	Washington, D. C	1	$\mathbf{F}$	1,40
	I	$_{\mathbf{M}}^{\mathbf{F}}$	700		2	F	1,00
	4	F	504 504		1	F	87
					ī	F	80
Average	6		537		2	$\mathbf{F}$	67
					1	F	65
					I	F	60
					I		50
				Average	9		75
				Minneapolis, Minn	1	F	1,00

#### CITIES WITH POPULATION OF 100,000 TO 200,000

Indianapolis, Ind Providence, R. I Allegheny, Pa	. 1	M F M F	1,200	Columbus, O	I	M F F M	\$ 950 1,100 1,200 675
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#### CITIES WITH POPULATION OF 50,000 TO 100,000

Portland, Ore. Cambridge, Mass.  Atlanta, Ga. Dayton, O. Camden, N. J. Bridgeport, Conn. Trenton, N. J.	1 1 1 1	M F F M F M F	\$ 850 900 700 1,200 1,125 1,000 1,400 1,100	Oakland, Calif	a1 a1 1 1	M F F M M M M	\$1,200 660 660 1,300 1,500 1,200 900 500 1,045
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### CITIES WITH POPULATION OF 30,000 TO 50,000

Ft. Wayne, Ind Schenectady, N. Y.  Altoona, Pa. Terre Haute, Ind. McKeesport, Pa. Dubuque, Iowa	1 1 1	M F F M M	650 250 540 900	Davenport, Iowa	a: : : :	M M F F F	\$1,100 450 650 1,000 750 713 540
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a Half time.

YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF PHYSICAL TRAINING—Continued cities with population of 20,000 to 30,000

City	Num- ber	Sex	Yearly Salary	City °	Num- ber	Sex	Yearly Salary
New Britain, Conn	1 1 1	F M F F	\$ 700 1,050 450 350 1,000	East Orange, N. J. Pittsfield, Mass. Newport, R. I. Brookline, Mass.	1 a1 1 1	F F M M	\$ 900 360 800 2,400
Bloomington, Ill	I	M M	450 450	Sandusky, O	1	F F	450 500
	CITIE	s with	POPULAT	ION OF 15,000 TO 20,000			
Northampton, Mass	I I I I	F M M M	\$500 585 500 800 950	New Rochelle, N. Y	aı I I	F M F F	\$550 500 180 800
	CITIE	s with	POPULATI	ION OF 10,000 TO 15,000			
Leominster, Mass	I I	F F M	\$400 765 600	Tiffin, O	ı bı	F M F	\$450 300 600
	CITI	S WITH	POPULAT	ION OF 8,000 TO 10,000			
Carthage, Mo	ı	F	\$585				
YEARLY SALA				ORS AND TEACHERS OF ON OF 1,000,000 OR OVER	COOKI	NG	
New York, N. Y	1 16 5 4	F F F	\$2,500 1,200 1,100 1,000	Chicago, Ill	1 2 7 2 1 4 1 3	<b>보</b> 보보보보	\$1,125 1,075 1,050 975 925 875 800 750
					21		955
	CITIES	WITH P	OPULATION	V OF 200,000 TO 1,000,000			
St. Louis, Mo	5 3	F F 	\$944 896 800 869	Detroit, Mich	I 2 I I	F F F F	\$ 700 650 600 550 500
Boston, Mass	1	F	1,500	Average	6	••	608
	6 5 2 3 1 2 3 1	7 7 7 7	936 888 840 792 744 648 600 552	Washington, D. C	I I 3 2 3 5 3 2	F F F F F F F F F F F	1,200 900 800 775 700 650 600 550
Average	23	•• .	805		Ĩ	F	500
San Francisco, Calif	1 4 5	F F F	1,500 840 000	Average  Newark, N. J	20 I	 F	680 950
Milwaukee, Wis	3	F F	700 600	Minneapolis, Minn	I I 2	F F F	900 750 650
Average	4	•••	675	Average	4		738

a Half time.

b Also elocution.

### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF COOKING-Continued

CITIES WITH POPULATION OF 100,000 TO 200,000

	CITIES	WITH I	POPULATIO	N OF 100,000 TO 200,000			
City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Toledo, O	I 2	F F	\$523 428	Los Angeles, Calif	I I I	F F F	\$1,300 850 600
Average	3		459	New Haven, Conn Syracuse, N. Y	2	F	800
Allegheny, Pa	<i>a</i> 12	F	850	Fall River, Mass	I	F	900
Worcester, Mass	2	F	600		1	F	520 480
	2	F	500		I	F	440
Average	4		550	Average	4	••	585
a Domestic science 8, c	omestic	art 2, 0	lomestic s	cience and art 2.		-	
	CITIES	s with	POPULATI	ON OF 50,000 TO 100,000			
Lynn, Mass New Bedford, Mass	1	F F	\$600	Utica, N. Y	1	F F	\$900
New Bedford, Mass Springfield, Mass	1 2	F F	650 800	Waterbury, Conn	2 I	F	700
Springheid, Mass	1	F.	600	Erie, Pa	I	F F	550 646
	CITIE	s with	POPULAT	ION OF 30,000 TO 50,000	'		` `
			.				
Saginaw, Mich Haverhill, Mass	I	F F	\$700 600	Springfield, Ill	I	F F	\$1,000 850
	1	F	350	Passaic, N. J	ī	F	900
Davenport, Iowa	1	F	900				
	CITIE	s with	POPULAT	ION OF 20,000 TO 30,000			
New Britain, Conn	aı	F	\$750	Newport, R. I	ı	F	\$ 670
	1	F F	450 600	Niagara Falls, N. Y	a i	F F F	350 700
Bay City, MichQuincy, Mass	1	F	100		aı	F F	500
Aurora (West side), Ill	I I	F F F	100	Evanston, Ill	aı .	F F	1,200
Jamestown, N. Y	br I	F	500 300	Concord, N. H	c I	F	425 400
Clinton, Iowa	b ī	F	450	Battle Creek, Mich	aı	F	700
	CITIE	s with	POPULAT	ION OF 15,000 TO 20,000			
Alamada Calif	- 1	Б	\$ 880	Ann Arbor, Mich		F	g <sub>ros</sub>
Alameda, Calif	I	F F	700	Bradford, Pa	I	F F	\$700 700
· ·	1	F	180	Jacksonville, Ill	1	F	675
Braddock, PaStamford, Conn	1	F F	1,000 800	Montclair, N. J	I	F	850
1	CITIE	s with	POPULATI	ION OF 10,000 TO 15,000	I		
Nowburnout M	<i>a-</i>			Coult Sto Marie Miel	_ 1	F	0/-
Newburyport, Mass Wausau, Wis	dı ı	F F	\$480 800	Sault Ste. Marie, Mich Meadville, Pa	I	F F F	\$600 600
Westfield, Mass	$d_{\text{I}}$	F	500	Marquette, Mich	I	F	800
	CITII	ES WITH	POPULAT	TON OF 8,000 TO 10,000			
Ironwood, Mich	ı	F	\$750	Long Branch, N. J	ı	F	\$750
Champaign, Ill N. Tonawanda, N. Y	I	F	595	Chippewa Falls, Wis	1	F F	540
N. I onawanda, N. Y	1	F	700	Warren, Pa	1	F	675

a For 20 lessons.

b Domestic arts.

c Three days per week.

d Also sewing.

### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF SEWING

City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
New York, N. Y	1	F F	\$2,500 2,000	Philadelphia, Pa	59	$_{\mathrm{F}}^{\mathrm{F}}$	a\$770 b470
Average	2	•••	2,250				
	35 9 2 3	F F F	1,200 1,100 1,000 900	7		-	
Average	49	••	1,155				
	CITIES	WITH F	OPULATIO	N OF 200,000 TO 1,000,000			
St. Louis, Mo	5	F	\$ 632	Washington, D. C	1	F	\$1,200
Boston, Mass Baltimore, Md	42 I	F F	6573 900		I	F	1,000
	24	F	504		20	F	600 550
Buffalo, N. Y	1	$\mathbf{F}$	1,000		3	F F	525
	8	F F	625 600		29		593
Average	10		620	Newark, N. J	I	F	1,200
Detroit, Mich	2 3 2	F F F	700 600 550		1		900
Average	7		614				
	CITIES	with	POPULATIO	ON OF 100,000 TO 200,000	·		
Rochester, N. Y	ı	F	\$750	Denver, Colo	I	F	\$1,000
Toledo, O	2 I	F F	523 428	New Haven, Conn Syracuse, N. Y Lowell, Mass	2 I 2 I	F F F	760 750 800 800
				Lowell, Mass	-	1	800
Average	3	••	491				1
Average				ON OF 50,000 TO 100,000			1
Average				New Bedford, Mass	1 3	F	550
	CITIE	s with	POPULATI	New Bedford, Mass	3 3 3	F F F	550 650 500
Cambridge, Mass	CITIE	s with	\$ 700 600	New Bedford, Mass	3 3 1 2	F F F	550 650 500 700 500
Cambridge, Mass	CITIE	S WITH F	\$ 700 600 650	New Bedford, Mass	3 3 3 1	F F	550 650 500 700 500
Cambridge, Mass	CITIE	S WITH F F F	\$ 700 600 650 900 475	New Bedford, Mass	3 3 1 2	F F F F	\$ 650 550 650 500 7000 500 1,200

CITIES WITH POPULATION OF 30,000 TO 50,000

Saginaw, Mich	I	F F F	\$550 700 750 625	Fitchburg, Mass	1	F F F	\$480 500 700 500
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a Not reported.

### YEARLY SALARIES OF SUPERVISORS AND TEACHERS OF SEWING-Continued

CITIES WITH POPULATION OF 20,000 TO 30,000

	CITIE		10102/11				
City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Albert We	1	F	\$450	Lewiston, Me	1	F	\$525
Shkosh, Wisueblo, Colo	1	Ŧ	950	East Orange, N. I	ī	F	750
Everett, Mass	2	F F	425	East Orange, N. J	1	F	550
av City, Mich	ĭ	F	525	Newport, R. I	1	F F F	550 670
ay City, Mich	1	F	600		1	F	440
lewburg, N. Y	2	F	600	Concord, N. H	1	F	625
urora (East side), Ill	bı	F	300	36 16 1 36	1	F	400
urora (West side), Ill Valtham, Mass	c I	F F	150 650	Medford, Mass	1	F	550
	CITI	s with	POPULAT	ION OF 15,000 TO 20,000	<u> </u>	<u> </u>	[
Y DL-II- NI W		1	1 . 1			1	<u> </u>
New Rochelle, N. Y	I	F	\$750			<u> </u>	<u> </u>
	CITII	ES WITH	POPULAT	ION OF 10,000 TO 15,000			,
Menominee, Mich Manitowoc, Wis	I	F F	\$465 500	Portsmouth, N. H	ı	F	\$200
	CITI	ES WIT	H POPULAT	ION OF 8,000 TO 10,000	J .	1	
West Chester, Pa	ı	F	\$650	Arlington, Mass		F	\$500
Wakefield, Mass	Î	F	475	Titusville, Pa	Î	F	428
Villimantic, Conn	ī	F	250	Warren, Pa	dï	F	45
b Five days per month	•	c Tw	o days per	week. d Also dressma	aking.		
YEARI				ERVISORS OF PENMANS ON OF 50,000 TO 100,000	SHIP		
Dayton, O	_ I	M	\$1,125	Springfield, Mass		F	\$1,200
Dayton, O	Î	M	1,500	Utica, N. Y.	ī	F	700
Somerville, Mass	I	M	1,500	Duluth, Minn	. 1	F	67
Lawrence, Mass	I	M	1,200				
	CITIE	s with	POPULAT	ION OF 30,000 TO 50,000			
Holyoke, Mass Youngstown, O	ı	F	\$1,000	McKeesport, Pa	. 1	M	\$1,200
Youngstown, O	I	F	1,200	Malden, Mass	. cı	M	900
Covington, Ky	1	(a) F	700 810	Chester, Pa Newcastle, Pa	. I	F M	618
Spokane, Wash Saginaw, Mich	<i>b</i> 1	M	500	Woonsocket, R. I	I	M	300
	CITIE	s with	POPULAT	ION OF 20,000 TO 30,000	'		<u>'</u>
New Britian, Conn	dı	M	\$1,400	Bangor, Me	. 1	F	\$ 600
Cedar Rapids, Iowa	I	M	810	Niagara Falls, N. Y	. 1	M	1,05
Cedar Rapids, Iowa Kingston, N. Y	ı	M	1,000	New Albany, Ind	. п	F	72 85
Poughkeepsie, N. YZanesville, O	. I	M M	600 950	Winona, Minn	. 1	F	85
	<u> </u>	S WITH	1	ION OF 15,000 TO 20,000	1	1	1
	1	T	1	11	1	1	T
Marion, Ind	. т	F	\$600	Lockport, N. Y	. п	F	\$75
Lorain, O	. п	M	900	New Rochelle, N. Y Parkersburg, W. Va	. 1	F	75
Lafayette, Ind	I	F M	750	Michigan City Ind	I	M M	81
Braddock, Pa	1	IVI	e850	Michigan City, Ind	1	M	67
a Not reported.		c One-	half time.	e Al	lso draw	ing.	

b Half time.

d Also bookkeeping in high school.

### YEARLY SALARIES OF SUPERVISORS OF PENMANSHIP-Continued

	CITIES	s WITH	POPULAT	ION OF 10,000 TO 15,000			
City	Num- ber	Sex	Yearly Salary	City	Num- ber	Sex	Yearly Salary
Marietta, O	1	F M	\$500 800	Ashtabula, O	ı	M M	\$ 675 1,000
	CITIE	s with	POPULAT	ION OF 8,000 TO 10,000			
Middletown, Conn	a ı	М	\$150	Pasadena, Calif	1	F	\$810
a One day per month.							,
YEA	ARLY S	SALAR	Y OF SU	PERVISORS OF GERMAN			
	CITIES	WITH	POPULATIO	ON OF 50,000 TO 100,000			
Dayton, O	I I I	F M F	\$900 900 720	Evansville, Ind Erie, Pa	aı	M M	\$1,200 250

CITIES	WITH	POPULATION	OF	30,000	то	50,000	
			_				_

Dubuque, Iowa	b3 2	M F	\$250 250	Davenport, IowaLa Crosse, Wis	c1 I	M F	\$600 625

### CITIES WITH POPULATION OF 20,000 TO 30,000

### CITIES WITH POPULATION OF 15,000 TO 20,000

Portsmouth, O	M M	\$900 450	Mansfield, O	2 I	F F	\$450 405
,						4.5

### CITIES WITH POPULATION OF 10,000 TO 15,000

Steubenville, O I F c300 Steubenville, O I M		675 675 550 675
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### CITIES WITH POPULATION OF 8,000 TO 10,000

Waukegan, Ill	1	F	\$600	-	,

a In lower grades in addition to salary in High School.

### SALARY SCHEDULES

The tendency of recent years has been to make the requirements for teachers in city schools more and more severe. The candidate without experience, unless a graduate of the city normal or training school, stands small chance of securing a city position. At the same time the salaries offered are low,

b Teach one hour per day.

c One-half time.

but to offset this, in a measure, provision is made in many cities for a regular increase with each year (or perhaps two or three) of service for a definite period, the increase with satisfactory service being practically guaranteed. The rules for determining the salaries of teachers and the increases from year to year are usually made a part of the school regulations and called the schedule of salaries. Some form of a fixed schedule of salaries is now in use in most of the large cities and in many of the smaller ones. In many cases, however, it applies to teachers in elementary schools only. These schedules follow a variety of plans. New York city has probably the most elaborate one, applying to both principals and teachers in elementary schools, teachers in high schools, and to all supervisors and special teachers.

In a schedule of the simplest form, all the elementary teachers begin at the same rate, and a fixed yearly increase is given for each year of experience. An allowance for previous experience elsewhere is generally made. A maximum which may be paid is fixed, to be reached, perhaps, in four or six years. Thus, in Muscatine, Iowa, the minimum, at which grade teachers begin, is \$300 per year; a yearly increase of \$50 is given, the maximum, \$500, being reached in four years.

In Freeport, Ill., for example, a somewhat more elaborate schedule is in effect for grade teachers. Thus, in all grades beginners receive \$350 a year. In grade 2 the yearly increases are \$25, continuing for two years to reach the maximum of \$400. In grades 3 to 5 the increases continue for four years to a maximum of \$450, while in grades 1, 6, and 7 two more yearly advances bring the maximum to \$500, and in grade 8 two further yearly advances carry the salary to \$550. This distinction between grades appears to be rather common, teachers in grades 1 and 8, the lowest and highest grades, usually being paid higher salaries than those in the intermediate grades. On the other hand the superintendent in a Wisconsin city stated, in giving the schedule in use in his city,

We have done away with rating according to grade taught and we find it far more satisfactory to the teachers. There is less desire on the part of the teachers to push into primary and upper grades, where salaries are usually (and have been here) larger. The poorest work is done in the intermediate grades, I believe, and this in part accounts for it. Making no difference in salaries as to grade is going to keep good teachers in the intermediate grades.

Jersey City, N. J., has a salary schedule established by state law and adopted by a referendum vote of the citizens. As its history may be of interest in other cities seeking to secure a salary schedule, an account of it, furnished by Mr. Henry Snyder, superintendent of the schools of Jersey City, is given herewith.

The salaries paid in Jersey City prior to 1900 were regarded as entirely inadequate. Efforts had been made on frequent occasions to raise the salaries, but generally without success. In 1897, at the suggestion of Mayor P. F. Wanser, a bill was introduced into the legislature which prescribed the lowest salary which could be paid to each class of teachers employed. This bill made no progress, never having been reported by the legislative committee to which it had been referred. In the following year, 1898, a similar

bill was introduced with no better result. In 1900, a bill fixing a minimum salary schedule in which the salaries fixed were considerably larger than those contained in the bills of 1897 and 1898, was prepared by the friends of the teachers, and earnestly advocated by the mayor and the board of education. This bill became a law. In general, it prescribed the minimum salaries to be paid to all teachers. The bill originated in Jersey City, and was intended for the teachers of that city. In order, however, that there might be no constitutional objection to it, it had to be made general, in order that it might apply to all school districts of the state. As most of these were hostile to a bill of this character, a referendum clause was inserted in the bill, in accordance with which the provisions of the bill had to be submitted to a vote of the people in any school district desiring to adopt the measure, at any general election. In accordance with the intention of those who advocated the bill it was submitted to the voters of Jersey City in the spring election of 1900. It was adopted by a very large majority. Since then we have operated under the schedule provided by the act. Since this act was passed a new general school law for the whole state has been adopted. This general school law has embodied the provisions of our special salary act described above. It is therefore possible for any school district in the state to adopt the advanced schedules provided therein. Thus far, no other has done so. Inasmuch as the new schedules adopted in the act of 1900 provided for a total increase of about fifty per cent., it was felt that the immediate application of this increase would be too serious a burden for the city. The act therefore provided for a gradual introduction of the improved schedules. Since 1900, therefore, a certain increment, which varies according to the rank of the teacher, has been added to those remaining in the corps. At this writing, the teachers have almost reached the maximum salaries provided in the schedule, four annual increments having been added since the passage of the act.

The fiscal year of the city begins on December 1. All appropriations to the school department, including those for salaries of teachers, are made for the fiscal year. Hence, all increases in salary are made to take effect at the beginning of the fiscal year, December 1.

The schedule of salaries is a minimum schedule, that is, the act fixes the smallest salary which can be paid to each class of teachers. It does not, however, prevent the board of education from increasing the salaries beyond the amounts fixed in the schedule. In other words, while the minimum is fixed by law, the maximum is not.

The schedule provides for all general classes of teachers. There are a few special teachers whose salaries could not be included in the schedule.

The increase of each teacher's salary is based upon two elements:—1. Length of service; 2. Efficiency. The rules of the board of education require that no teacher shall be increased in salary unless her length of service and efficiency be certified to in writing by the principal of the school, the superintendent, and the local member of the board of education.

A table has been prepared to show in each city reporting for each of the classes of teachers for which fixed schedules of salaries are in use the minimum yearly schedule salary, the graded increases that are made for years of experience, the number of years which are required under the plan to pass from the minimum to the maximum yearly schedule salary, and the actual average yearly salary. This latter enables a comparison to be made of the rates promised under each plan and the salary actually received under the practical operation of the plan. The actual average yearly salaries here shown cannot be compared with the averages given in Table I, because the classification there is general, while here it is intended to be detailed enough to show separately each of the classes for which separate schedule rates have been established.

In this table the cities are arranged according to size and bear the same numbers as in the other tables previously presented. Only those cities reporting fixed salary schedules and furnishing the necessary details are represented in this table. In cities having a fixed schedule, only those positions are shown in which regular advances are provided for with years of service. Thus, if a schedule provides for a flat rate, without advance for experience, such position would not appear in this table.

No extended explanation will be necessary with this table. The Philadelphia schedule will serve as an example. In grades 1 to 4 female teachers begin at \$470 per year and receive a yearly increase of \$30, ten years being required to reach the maximum of \$770. In grades 5 to 8 the minimum for female teachers is \$570; here also the yearly advances are \$30 and a maximum of \$870 may be reached in ten years. The actual average yearly salary for all female teachers of grades 1 to 8 was found to be \$711. This average salary, it may be observed, could only be reached, under the present schedule, by teachers entering at the lowest rate, \$470, after eight years of service.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDIILES

	SCHEDU	LES				
City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
1. New York, N. Y	Elementary Schools (a)—					
	Kind. to grade 5-B, female (b) Kind. to 5th gram., f. (c)	e\$600	\$ 40	16	e\$1240	)
	Kind. to grade 6, f. (d) Grades 6A to 7A, f. (b) 4th gram. to 2d gram., f. (c) Grade 7, f. (d)	e600	48	15	e1,320	\$ 960
	Grade 7B, f. (b)	e936	84	6	e1,440	
•	Grades 1 to 7A, male, (b) Grade 1 to 2d gram., m. (c) Grades 1 to 7, m. (d)	900	105	12	2,160	lì
	Grade 7B, m. (b)	1,500	150	6	2,400	1,556
	Heads of depts., female Assts. to prins., f Prins., 5 to 11 classes, f	1,400	100	2	1,600	} 2,312
	Prins., 12 or more classes, f. Heads of depts., male	1,750	250	3	2,500	, 2,312
	Assts. to prins., m Prins., 5 to 11 classess, m	2,100		2	2,400	3,310
	Prins., 12 or more classes, m.	2,750	250	3	3,500	J

a No increase for any year shall be made in the salary of principals unless the service of the principal shall have been approved after inspection and investigation as fit and meritorious by a majority of the Board of Superintendents, the principal sitting as a member. No head of department, assistant to principal, male or female teacher in the elementary school shall receive a salary greater than that fixed for the seventh year of service, nor a salary greater than that fixed for the twelfth year of service, unless and until his or her service shall have been approved after inspection and investigation as fit and meritorious by a majority of the Board of Superintendents, the principal sitting as a member. However such person (described above), who is credited with having had seven years of service in schools prior to his or her appointment in the public schools of the city of New York, shall receive the regular annual increase up to the twelfth year of service, when his or her work shall be passed upon by the Board of Superintendents, the principal sitting as a member.

b In Manhattan and the Bronx.
c In Brooklyn.
d In Queens and Richmond.
e A female teacher of a boys' class or of a mixed (boys and girls) class shall receive \$60 per annum in addition to her schedule rate of pay.

addition to her schedule rate of pay.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
I. New York, N. Y (Continued.)	High Schools—(a) Junior teachers, female Regular teachers, female rst assts., assts. to prins., or vice-prins., female Regular teachers, male Regular teachers, male rst assts., assts. to prins., or vice-prins., male Training Schools (a)— Regular teachers, female rst assts., headteachers, asst. to prins., or vice-prins., f. Regular teachers, male rst assts., head teachers, assts. to prins., or vice-prins. male Model and critic teachers.	b1,100 2,000 900 b1,300 } 2,500 1,100 2,000 1,300	100 50 110 100 80 100 110	6 10 5 6 10 5 10 5	\$1,000 b1,900 2,500 1,200 b2,400 3,000 1,900 2,500 2,400 3,000	\$1,544 } 1,987 } 1,548 } 2,593

a No teacher in a high school or in a training school shall receive a salary greater than that fixed for the fourth year of service, nor a salary greater than that fixed for the ninth year of service, unless and until the service of such teacher shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member. A teacher, however, who is credited with having had four years of experience prior to his or her appointment in the high schools or training schools (as the case may be) of the city of New York, shall receive the regular annual increase up to the ninth year of service, when his or her work shall be passed upon by the board of superintendents, the principal sitting

year to service, which has a member as a member.

b Regular high-school teachers in charge of annex containing ten or more classes shall receive \$500 per annum in addition to schedule rate of pay.

c Not reported separately. Average for all training school teachers \$1,666.

1. New York, N. Y	Truant Schools (a)—						
(Concluded.)	Teachers, female (b)	\$ 600	\$ 40		16	\$1,240	1100
, , , , , , , , , , , , , , , , , , , ,	Teachers, female (c)	600			15	1,320	
	Teachers, male (b)	900			12	1,800	1)
	Teachers, male (c)	000			12	2,160	930
	Prins. (with board and	, , ,	5			-,	ı.
	lodging)	1,800	100		3	2,100	1,900
	Prins. (without board and	-,			"		J =,,,
	lodging)	2,200	100		3	2,500	1,000
	Special Teachers, etc.—	-,-			"	-,3	_,,,
	Teachers of French, f	1,000	100		4	1,400	1,370
	Teachers of French, m	1,200			4	1,600	1,600
	Teachers of German, f	1,000			4	1,400	1,365
	Teachers of German, m	1,200	100		4	1,600	
	Teachers of phys. tr., f	900	100		3	1,200	1,089
	Teachers of phys. tr., m	1,200	100		4	1,600	1,300
	Asst. directors phys. tr., f	2,000	100		5	2,500	2,500
	Asst. directors phys. tr., m.	2,500	100		5	3,000	3,000
	Directors phys. tr., m	3,500	100		5	4,000	4,000
	Teachers of music, f	1,000	100		4	1,400	1,338
	Directors music, m	3,500	100		5	4,000	4,000
	Teachers of cooking $(d)$	900		*	3	1,200	1,148
	Directors cooking $(e)$ $(d)$	1,500	100		5	2,000	2,500
	Teachers of sewing $(d)$	900	100		3	1,200	1,155
	Directors of sewing $(e)$ $(d)$ .	1,500	100		5	2,000	2,250
	Asst. directors drawing, m.	2,500	100		5	3,000	3,030
	Directors drawing, m	3,500	100		5	4,000	4,000
	Directors, kind	2,000	100		7	2,700	2,533
	Directors man. tr., m	3,500	100		5	4,000	4,000

a No increase for any year shall be made in the salary of principals unless the service of the principal shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member. No male or female teacher shall receive a salary greater than that fixed for the seventh year of service, nor a salary greater than that fixed for the twelfth year of service, unless and until the service of such teacher shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents, the principal sitting as a member.

b Holding special truant school licenses. c Holding regular elementary school licenses.
d No increase for any year shall be made in the salary of any director, teachers, etc., unless the service of such director, teachers, etc., shall have been approved after inspection and investigation as fit and meritorious by a majority of the board of superintendents.
e In Boroughs having 500 or more teachers.

e In Boroughs having 500 or more teachers.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
2. Chicago, Ill	Elementary Schools—					
20	Kind. teachers, group 2	\$ 550	\$ 50—2d, 5th yrs. 25—3d, 7th yrs. 75—4th, 6th yrs.	6	\$ 850	)
	Kind. teachers, group 1	900	50	2	1,000	
	Prim. teachers, group 2	550	50—2d, 5th yrs. 25—3d, 7th yrs. 75—4th, 6th yrs.	6	850	\$ 780
	Prim. teachers, group 1	900	50 ( 50—2d, 4th, 5th )	2	1,000	)
	Gram. teachers, group 2	550	yrs. 75—3d, 6th yrs. 25—7th yr.	6	875	861
	Gram. teachers, group 1	925	$ \left\{ \begin{array}{ll} 50-2d \text{ yr.} \\ 25-3d \text{ yr.} \end{array} \right\} $	2	1,000	}
	Grade 8, group 2	900 925	50	2	900	
	Head assts., group 2	a 950	50	4	a1,100	1,103
	Head assts., group 1	a1,125	25	2	a1,175	{
	Prins., under 300 pupils Prins., 300 to 700 pupils	1,200	100	10	1,600	2,284
	Prins., 700 or more pupils.	1,200	100	13	2,500	2,204
	High Schools—		,	"	"	
	Teachers—group 3	850	$ \left\{ \begin{array}{c} 50 \text{2d yr.} \\ 75 \text{3d to 6th} \\ \text{yrs.} \end{array} \right\} $	5	1,200	
	Teachers, group 2	1,200	100	3	1,500	1
	Teachers, group 1	1,500	100	5	2,000	1,446
1	Teachers, French, German, and drawing, group 3 (b)	750	50	Q	1,200	
	Teachers, French, etc.,	/30	30	9	1,200	
	group 2 (b)	1,200	50	6	1,500	)
	Prins., group 2	2,000	100	5	2,500	2,960
	Prins., group 1 Chicago Normal School—	2,500	100	5	3,000	)
	Heads of depts	2,000	100	5	2,500	1
	Teachers, group 2	1,000	100	5	1,500	(c)
	Teachers, group 1 Normal Practice School—	1,500	100	5	2,000	J
	Normal Practice School—		( 50-2d,4th,5th)			
	Teachers		yrs.			
	l eachers	700	75—3d, 6th yrs.	6	1,025	1,022
	Man. tr., gram. gr., group 2	700	75	2	850	} 823
	Man. tr., gram. gr., group 1 Phys. cult.,H.S., group 3 (b)	1,000	200	2	1,400	{
	Phys. cult.,H.S.,group 3 (b) Phys. cult.,H.S.,group 2(2b)	1,200 1,300	100	3	1,200 1,600	1,242
	Phys. cult., elem., group 2.	1,000			1,000	1
	Phys. cult., elem., group 1.	1,050	50	7	1,400	978

a Twenty-five per cent. additional when acting as principal for a period of a week or more. b Those holding special certificates only. c Not reported separately.

3. Philadelphia, Pa						
	Grades 1 to 4, female	\$ 470		10	\$ 770	} \$ 711
	Grades 5 to 8, female	570		10	870	,
4. St. Louis, Mo	Grade teachers, male Kindergarten—	950	· -	. 10	1,250	1,095
	Paid assts., half day	272	36—2d yr. 28—3d yr.	2	336	325
	Paid assts., whole day	400	48	1	448	447
	Directors, half day	328	[[ 50—30 yr.	2	448	448
1	Directors, whole day	528	72—2d, 3d yrs. 52—4th yr. 56—5th yr.	4	780	747
	Second Normal Instrs	376	64	2	504	504
	First Normal Instrs	800	1 50—3a yr.	2	896	896
	Supervisors	, 1,800	104—2d yr.	2	2,048	2,048

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
Ct Louis Mo	District Schools—		•			
4. St. Louis, Mo (Continued.)	District Schools—		[ 76—2d yr. ]			
	Second assts	b\$420	40—3d yr. 44—4th, 5th yrs. 24—6th, 7th yrs. 28—8th yr.	7	a\$700	\$ 615
	First assts	560	56—2d to 5th yrs. 16—6th yr. 56—2d, 3d yrs.	5	a800	780
	Head assts	720	64-4th vr. }	5	a1,000	936
	Prins., 1 or 2 assts	640	52—5th, 6th yrs. ]	2	728	728
	Prins., 3 or 4 assts	736	48—3d yr. 48—2d, 3d yrs. 64—4th yr. 45	3	896	858
	Prins., 5 to 7 assts	840	$ \left\{ \begin{array}{l} 64-2d \text{ yr.} \\ 56-3d \text{ yr} \end{array} \right\} $	3	1,000	952
	Prin., 8 or 9 assts	976	40—4th yr. 64—2d, 3d yrs. 56—4th, 5th yrs.	4	1,216	1,202
	Prins., 10 or 13 assts	1,304	{ 128—2d yr. 108—3d yr. }	3	1,640	1,505
	Prins., 14 to 17 assts	1,600	\ \text{100-4th yr.} \\ \text{144-2d yr.} \\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	3	1,968	1,832
	Prins., 18 or more assts	1,840	128—2d yr. 96—3d, 6th yrs. 120—4th, 5th yrs.	5	a2,400	2,211
	High Schools—					
	Fifth assts	688	48—2d, 3d yrs. 56—4th yr.	3	840	747
	Fourth assts	800	$ \left\{ \begin{array}{l} 40-2d \text{ yr.} \\ 56-3d, 5th \text{ yrs.} \\ 48-4th \text{ yr.} \end{array} \right\} $	4	1,000	933
	Third assts	1,040	56—2d, 4th yrs. \ 48—3d, 5th yrs. \	4	1,248	1,185
	Second assts	1,312	6-2d yr. 48-3d to 5th yrs.	4	1,552	1,460
	First assts	1,456	{ 96—2d, 3d yrs. } { 104—4th, 5th yrs. }	4	1,856	1,776
	Head assts	1,896	$   \left\{     \begin{array}{l}       48 - 2d \text{ yr.} \\       56 - 3d \text{ yr.} \\       64 - 4th \text{ yr.}   \end{array}   \right\} $	3	2,064	2,008
	Asst. prins	2,160		3	2,472	2,472
	Prins	3,500	(112—4th yr. ) 100	1	3,600	3,135
	Manual Training— Instrs., sewing	600	32	1	632	632
	Instrs., domestic science Instrs., man. tr Physical Culture—	800 800	96 96	I	896 896	896 800
	Instrs., H. S., female	872	40  ∫ 56—2d yr. \	2	952	952
	Instrs., H. S., male	1,000	30—2d yr. 48—3d yr. 32—2d yr.	2	1,104	1,104
	Instrs., half day	640		3	724	532
	Supervisors, half day	736	( 49—od m	3	896	896
	Music— Asst. supervisors, f., halfday	480	48 [ 88—2d, 3d, 4th ]	4	672	
	Asst. supervisors, female	960	{ yrs. }	4	1,320	1,200
	Supervisors, male	1,520	96—5th yr.   128—2d yr   104—3d, 4th yrs.   112—5th yr.	4	1,968	1,912

a These special salaries to take effect September,1904.

b Those who are not graduates of the City Normal School must have had at least two years experience.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
Ct I and Ma (Canalid)	Drowing					
4. St.Louis, Mo. (Concl'd)	Drawing—	i	( 80-2d yr. )			
	Second assts	\$ 720	$\left\{\begin{array}{c} 104-3d, 5th yrs. \\ 96-4th yr. \end{array}\right\}$	4	\$ 1,104	<b>\$</b> 1,106
	First assts	1,000	[ 96—5th yr. ]	4	1,320	* 1,100
	Supervisors	1,520	$ \left\{ \begin{array}{l} 128-2d \text{ yr.} \\ 104-3d, 4th \text{ yrs.} \\ 112-5th \text{ yr.} \end{array} \right\} $	4	1,968	1,968
	Primary—	1	,			
	Asst. supervisors	960	6-5th yr.	4	1,320	1,320
	Supervisors	1,520	$ \left\{ \begin{array}{l} 128-2d \text{ yr.} \\ 104-3d, 4th \text{ yrs.} \\ 112-5th \text{ yr.} \end{array} \right\} $	4	1,968	1,968
	Deaf Mute School-		,			
	Prins	1,120	(100—30 yr. )	2	1,300	1,300
	Assistant supts. of schools	3,600	150—2d yr. 250—3d yr.	2	4,000	3,800
5. Boston, Mass	Kindergarten assistants	432		4	624	552
J. 200402, 224001111111	Principals, kindergarten		[ 24—2d yr. ]	4	792	760
	Primary Schools—		, ,,,,			
	Assts	552 984	48 48	8 2	936 1,080	
	Grammar Schools— Assts	552	48	8	936	854
	First assts	072		5	1,212	1,160
	Sub-masters	1,500		7	2,340	
	MastersLatin and High School—	2,580		5	3,180	
•	Assts	972 1,620		9	1,620	1,401
	Junior-masters	1,476		11	3,060	
	Special instructors	600		5	960	672
	Asst. instructors	972		9	1,620	
	Instructors	1,500		7	2,340	
	Junior-masters Normal School assts	1,476		8	3,060	
	Normal School masters	2,340		5	3,060	
6. Baltimore, Md	Kindergarten teacher's assts	200		1	250	
,	Kindergarten teachers	a300	[ 48-2d, 3d, 4th ]	b4	504	
	Grade teachers	a300	48—2d, 3d, 4th	b4	c 504	528
	Group assts., group M	450		2	750	(d)
	Man. tr. teachers		100	3	900	(d)
		600 1,500 1,800		3	900 1,500 2,000	1,500

a Any teacher who shall have taught for 6 consecutive years immediately preceding the date of appointment, may, on action of the board, be advanced to the full rate. All graduates from the Teachers' Training School, upon appointment, shall receive the second year's salary if they have attended the Training School one year; and the third year's salary if they have attended the Training School two years. All persons not graduates of the Training School, who pass the required examination for positions of teachers, shall upon appointment, be advanced one year for each two years of approved experience.

b For special merit the pay may be increased more rapidly towards the maximum, \$504 per year.

c One hundred, apportioned among the groups, shall receive \$600 per annum. This number shall be composed of such teachers as have been 5 years in the service, who shall be recommended by the superintendent for the increase by reason of their efficiency.

d Not reported.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
7. Cleveland, Ohio	Kindergarten assts	\$ 400	e		\$ 600	1
7. Cleveland, Olio	Kindergarten teachers	600		4 3	750	\$ 630
	Table of Garage Control of Contro		75—2d, 6th yrs.	,	130	,
	Grade 1	a400		10	750	1
	Grades 2 to 6	<i>a</i> 400	yrs. 25—8th,11th yrs. 75—2d yr. 50—3d to 6th yrs. 25—8th yr.	7	700	658
	High School and Normal—		4 41			
	Teachers, first class Teachers, second class (b).	1,000		3	1,200	
	Teachers, third class (d).	1,300 1,600		4	1,500	c1,300
	Teachers, fourth class (e).	1,000		2	2,000	J
	Teachers, fifth class (f)	2,100		I	2,200	g1,880
	Manual Training— Teachers. Teachers, 7th and 8th grades Tr.,7th and 8th gr.,cooking			(h) 8 3	(h) 1,200 800	$egin{pmatrix} (i) \ (i) \ (i) \end{pmatrix}$

a Graduates of the Cleveland Normal School shall be credited with one year of service in determining their salaries under the above schedule; and graduates of the Cleveland Normal School, who are also graduates of a college giving regular degrees, shall receive two years' credit. Credit may be given for experience in other graded schools.

b Teachers of four years' successful experience under this schedule are eligible to promotion to positions

of the second class. c Average of all high school teachers, without regard to length of service. d Teachers of nine years' successful experience under this schedule are eligible to promotion to positions of the third class.

e Teachers of thirteen years' successful experience under this schedule are eligible to promotion to positions of the fourth class.

f First assistant principals of high schools with sixteen years' experience under this schedule, when the g Average of all assistant principals high schools, without regard to length of service or enrollment of schools.

i In accordance with schedule or salaries for the high schools. i Not reported.

	Kind., asst. teachers	\$ 300			\$ 300	
	Prins., kind	400	\$ 50	4	600	
	Asst. prins. and dept. prins	700	50	2	800	
	Dept. prins., H. S., male	b1,200	100	4	1,600	(c)
	Training sch. instrs. in theory					
	and practice	700	25	8	900	775
	Asst. teachers, sewing	600	25	4	7,00	
	Asst. teachers, phys. tr	700	25	8	000	750
	Manual training teachers—	,		ŀ	_	
	Primary grades	600	50 .	4	800	1
	Grammar grades	800		4	1,000	
	High Schools	900		3	1,200	
9. San Francisco, Calif	Grades 1, 7, and 8	e720	42—2d, 5th yrs.	7	e996	
	Grades 2, 3, and 4	e720	33—2d, 3d, 5th, 6th yrs. 30—4th,7th yrs. 42—2d, 5th yrs.	6	e912	853
	Grades 5 and 6	e720		6	e960	912
	High school assts	1,200	120	4	1,680	1,513
	Grade teachers	400	50	7	750	607

a Average salary of assistant principals, elementary schools. b Teachers with experience of one year or less.

c Not reported.

c Not reported.
d Average salary of all manual training teachers.
e Five dollars additional per month (\$60 per year) to regular teachers holding special certificates and teaching German and English, or French and English, Drawing and English, or Elocution and English, in addition to their salaries according to this schedule, provided, however, that a teacher shall be required to teach, as far as practicable, every class in the schools, in his or her special subjects.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
12. Milwaukee, Wis	Kind. assts Kind. directors. Grades 1, 5, and 6. Grades 2, 3, and 4. Grade 7. Grade 8. Grade 1st assts. Prins., 4 rooms. Prins., 5 rooms. Prins., 5 rooms. Prins., 9 rooms. Prins., 10 rooms. Prins., 10 rooms. Prins., 10 rooms. Prins., 11 rooms. Prins., 11 rooms. Prins., 11 rooms. Prins., 12 and 13 rooms. Prins., 14 rooms. Prins., 14 rooms. Prins., 14 rooms. Prins., 16 and 16 rooms. Rooms.	\$ 400 450 450 450 600 600 600 1,050 1,050 1,200 1,250 1,300 1,400 2,000 800 350 600 350 b700 1,200 400 400 400 400 400 400 400 400 400		2 4 4 4 4 4 4 4 2 2 2 2 2 2 2 1 · · · · · · 5 3 3 3 8 8 IO 4 5 5 8	\$ 500 600 650 650 600 900 1,050 1,150 1,200 1,300 1,300 1,300 1,700 700 650 900 500 725 1,200 1,400 850 850 825	\$ 544 631 567 698 \$ 852 1,255 2,200 1,697 736

a First assistants \$800.

 $<sup>\</sup>boldsymbol{b}$  Inexperienced teachers.

4. New Orleans, La	Grade teachers (white)	a\$315	\$45—2d, 3d, 5th, 7th, 10th yrs.	9	a\$ 540	b\$ 46
0	Grade teachers (colored)	315	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	5	450	(c)
	High school teachers, female.	585	90—2d, 6th yrs.	5	765	718
	High school teachers, male	900	90—2d yrs. 45—3d, 4th, 6th yrs. 135—11th yr.	10	1,260	1,152
	Normal teachers	675	45—3d, 6th yrs.	5	765	775
	Sup. music, H. S. and elem	585	45—3d yr.	2	630	} 630
	Sup. music, normal schools	675			675	Į 03
	Sup. dr., H. S. and elem	585	45—3d yr.	2	630	63
6. Newark, N. J	Sup. drawing, normal schools Kind, assts	765	75 and 50	(c)	765 700	{
J. INEWAIK, IV. J	Kind. directors	450 450	75 and 50	(6)	750	65
	Grades 1 to 6	450	75 and 50	(c)	750	66
	Head assts., prim	800	(c)	(c)	850	83
	Head assts., gram	800	50	2	900	86
	Vice-prins., prim	850	50	3	1,000	90
	Vice-prins., gram	1,000	100	2	1,200	1,07
	Prins., gram. and prim., f	1,000	100	2	1,200	1,17
	Prins.,gram. and prim.,m. $(d)$	1,500	100	3	1,800	2,01
	Prins.,gram. and prim.,m. (e) High School—	1,800	100	5	2,300	, -,
	Assts., f	800	100	4	1,200	1,16
	Assts., m	1,300		(0)	2,000	1,76
	Head assts., and heads of	,,,		( ' '	,,,,,,,	-,,-
	depts., f	1,300	100	3	1,600	1,53
	Head assts., and heads of					_
	depts., m	2,000	100	3	2,300	2,18 (c)

a Vice-principals in schools of four or more departments \$5 per month (\$45 per year) additional.

b Not including vice-principals. Including vice-principals \$479.

c Not reported.

d Fourteen rooms or less.

e Fifteen rooms or more.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
16. Newark, N. J (Concluded.)	Normal School— Model and critic teachers. Teachers of theory Manual Training—	\$ 900 1,100	100	3 3	\$1,200 1,400	
17. Jersey City, N. J	Grades 5 and 6. Grades 7 and 8. High school, f. High school, m. Kind. teachers. Grade teachers.	800 900 800 1,100 408	100 100 100 100 48—beg. 3d yr. 48—beg. 3d yr.	2 3 4 4 12 12	1,000 1,200 1,500 936 936	) 962 (a)
	Vice-prins., head assts., and 1st assts. prim. and gram. depts.	1	60	3	1,176	971
	Prins., prim. depts	1,200 ] 1,200	100	3 3	1,500	T. 280
	Prins., schs. containing prim. and gram. depts	3,800	100	7	2,500	2,381
	High school teachers, female. High school teachers, male. Vice-prins, high school Prins., high school Training School—	700 1,500 2,000 2,500	100 100 100	5 9 5 5	1,200 2,400 2,500 3,000	1,163 1,700 2,400 2,900
Ċ	Model teachers Critic teachers methods Teachers of methods Prin. prim. dept Prin Supervisor, prim. methods	558 608 900 1,500 1,500 2,500	48—beg. 3d yr. 48—beg. 3d yr. 100 100 100	12 12 6 5 2	1,086 1,136 1,500 2,000 1,700 3,000 2,000	885 994 1,210 (a) 1,600 2,800 1,300
<ul><li>19. Minneapolis, Minn</li><li>20. Indianapolis, Ind</li></ul>	Supervisor, gram. methods Grades 1 and 2. Grades 2 to 7 Grades 1A to 6 Grades 7 and 8.	1,500 450 450 400 400	100 50 50 50 50	5 7 6 4 5	2,000 b800 750 c600 650	1,900 735 686

c First grade when two sets of children are taught, \$650.

đ	Not	including	German	teachers.
u	TAOL	mendanig	German	teachers.

						-
21. Providence, R.I	Kind. teachers, one session Kind. teachers, two sessions.	\$300 400		2 4	a\$400 b600	\$ 434
	Grades 1 to 5	C400		4	6600	í .
	Grades 6 and 7	400	50-2d, 3d, 4th yrs.	4	625	
	,	·	75—5th yr. 50—2d, 3d, 4th	ľ		589
	Grade 8	400		4	675	3-
		1	50-2d, 3d, 4th			
	Grade 9	400		4	750	j
	0.11.				i i	•
	Critic teachers, gram. grades.	800		2	1,000	82
	High school, 4th assts. (d)	600		3	900	
	High school, 3d assts. $(d)$	1,000		2	1,200	1,25
	High school, 2d assts. (d)	1,300		2	1,500	-,-3.
	High school, 1st assts. (d) (e)		100	2	1,800	J
	Teachers, sch. for individual work and schs. for backward children	500	{ 100—2d yr. } 75—3d yr. }	2	. 75	67

a If in charge of a room, \$50 in addition to pay as teacher. If without a trained assistant, \$25 in addition

d In case of transfer of a teacher from one rank to another, the committee on high schools shall determine the year of service in the new rank to which the teacher shall be assigned.

e Those elected subsequent to January 1, 1901. Not exceeding one male and one female in each high

school.

a Not reported.
b Maximum of \$800 for first grade applies only to teachers of beginning primary rooms and shall not be given to more than one teacher in a building.

to salary.

b If without a trained assistant, \$25 in addition to salary.

c Principals of primary schools of six or more rooms shall receive \$75 in addition to the salaries to which they would be entitled as teachers. All other principals of primary schools shall receive \$50 in addition to the salaries to which they would be entitled as teachers. Critic teachers in primary grades receive for their first two years of service as such critic teachers \$75 in addition to their salaries as teachers. For their third and subsequent years \$150 additional.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
22. Kansas City, Mo	Schedule in force prior to September, 1904— Kind. teachers	\$405 405 585 500 500	\begin{cases} \begin{cases} 452d, 3d, 4th \\ yts. \\ 90 - 5th yr. \\ 45 \end{cases} \begin{cases} 50 \\ 50 - 2d, 3d, 4th \\ \end{cases}	2 4 1 2 4	\$495 630 630 600 h720 h720	(g) (g)

f With not less than four years' experience in graded school work. g Not reported.

h All teachers in this group (designated "A") who have taught one year at the maximum salary of this group (\$720) shall be entitled to take the professional examinations, and upon passing the first examination, shall receive a salary of \$760, and after teaching one year at \$760, shall be eligible to take a second examination, and upon passing it shall receive a salary of \$800 per annum, and after teaching at a salary of \$800 for one year, upon recommendation of the superintendent, may receive a salary of \$825 per year.

23. St. Paul, Minn		\$ 400	\$50	3	\$550	\$ 506
	Kindergarten directors	400	50	6	700	684
	Grade teachers	400	50	7	750	644
	High school teachers, female.	700	50	8	1,100	949
	High school teachers, male	700	50	10	1,200	1,028
	Model teachers, training sch.	400	50	8	800	800
24. Rochester, N.Y	Kind. teachers	<i>a</i> 300	50—2d, 3d, 4th, 5th, yrs., sec. half 8th, and 11th yrs. 50—2d, 3d, 4th,	10	600	536
	Grade teachers	<i>a</i> 300	oth vrs sec	10	600	} <sub>549</sub>
	Assistant teachers	300			300	)
	Man. tr. teachers	<i>a</i> 300	50—2d, 3d, 4th, 5th yrs., sec. half 8th, and 11th yrs.	10	600	633
25. Toledo, Ohio	Grade teachers	b350	50—2d to 5th yrs. 25—6th to 13th yrs.	12	750	589
	Prins., bldgs. 1 to 7 rooms	b600	50	4	800	)
	Prins., bldgs. 8 to 11 rooms	b800	50	4	1,000	064
	Prins., bldgs. 12 or more rms.	b1,000	50	4	1,200	] ' '
	H. S. teachers, min. scale (c).	<i>b</i> 600	50	12	1,200	1
	H. S. teachers, max. scale (c).	<i>b</i> 800	50	14	1,500	1,050
•	Nor. sch. trs., min. scale (c).	<i>b</i> 600	50	12	1,200	\
	Nor. sch. trs., max. scale (c).	b800	50	14	1,500	1,350
	Kind. assts	325	55-4th yr.	3	380	ì
	Kind. directors	550			550	450
	Grade teachers	d,e635	125	r	e760	762
26. Denver, Colo	Prins., 4 rooms	050			950	) '
	Prins., 6 rooms	1,000			1,000	
	Prins., 8 rooms	1,000	100	1	1,100	
	Prins., 10 rooms	1,100	200	1	1,300	
	Prins., 12 rooms	1,300	200	1	1,500	1,386
	Prins., 14 rooms	1,350	200	I	1,550	
	Prins., 16 rooms	1,500	100	1	1,600	1
	Prins., 18 rooms	1,600		I	1,800	
	Prins., 20 or more rooms	1,800	200	1	2,000	

of education.

d For the first three months (on trial) \$60 per school month, for the remainder of the school year \$70 per school month.

a Experience in other schools credited one-half time or more.

b Experience in other schools credited wholly or in part. Graduates of the Ohio State University and colleges of equal rank may be credited with two years of experience.

c The business manager shall fix the salaries at the minimum rate unless otherwise directed by the board

e First assistants in the large buildings, \$47.50 per annum additional. Those who teach German in their own rooms, \$47.50 per annum additional. Those who have charge of two schools, one in the forenoon and one in the afternoon, 25 per cent. of the salary additional.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
26. Denver, Colo	H. S. teachers, 4th class H. S. teachers, 3d class H. S. teachers, 2d class H. S. teachers, rst class Teachers, wood-work shop Prim. tra.,other than "sst step" Prim. teachers, "st step". Gram. trs.,other than h.s.prep	a\$800 b1,100 c1,400 d1,700 600 400 450 450	\$100 100 100 100 160—4th yr. 50 50	2 2 2 2 3 5 5	\$1000 1,300 1,600 1,900 760 650 700 750	\$1,218 (e) 745
28. Columbus, Ohio	Gram. teachers, h.s.prep. classes.  H. S. asst. teachers. H. S. head teachers. Man. tr. asst. teachers. Man. tr. teachers. Grades 1, 7, 8. Grades 2 to 6.	750 1,200 700 1,000 380 380	50 { 50-2d yr, 100-3d, 4th yrs. } 50 50 50 47½ 47½ 65-2d, 3d yrs. }	f6 3 4 6 6 5 4	800 1,000 1,400 1,000 1,300 617½ 570	] 1,080 } 1,211 } 546
29. Worcester, Mass	Prins. elem. schools.  H. S. teachers. Training teachers. Normal sch., assts. to prin. Kind. assts Kind. prins. Kind. directors. Grades 1 to 8. Grade Q. Teachers, prep. school.	855 712½ 712½ 712½ 350 8500 8500 8500 8500	$\left\{\begin{array}{c} 47\frac{1}{2} - 4th, 5th \\ yrs. \end{array}\right\}$	4 5 5 5 5 1 2 5 8 5 9	1,140 1,187½ 950 950 400 600 1,200 600 700 700	1,116 1,120 846 950 475 1,050 576 583

a Those who have had at least one years' successful experience teaching in an educational institution of recognized standing.

b Teachers who have had three or more years' successful experience in these schools are eligible, on-

b Teachers who have had three or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the third class.

c Teachers who have had six or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the second class.

d Teachers who have had nine or more years' successful experience in these schools are eligible, on recommendation of the principal, to promotion to the first year of the first class.

e Not reported.
f In computing experience of grammar teachers, time spent in primary grades shall be allowed.
g Upon recommendation of the committee on teachers, candidates of successful experience shall be eligible to positions in all grades at a salary not exceeding \$550 upon appointment, and then advance to regular maximum as per rule.

regular maximum as per rule.

					1	
20. Worcester, Mass	Elementary principals—			1		
(Continued.)	Buildings of 4 rooms	\$ 600	\$ 50	2	\$ 700	)
,	Buildings of 5 rooms	640	50	2	740	
	Buildings of 6 rooms	68o	50	2	780	
	Buildings of 7 rooms	720		2	820	
	Buildings of 8 rooms	800	50	4	1,000	
	Buildings of o rooms	850		4	1,050	1
	Buildings of 10 rooms	900		4	1,100	\$1,005
	Buildings of 11 rooms	950	50	4	1,150	
	Buildings of 12 rooms	1,050	50	4	1,250	
	Buildings of 13 rooms	1,100	50	4	1,300	-
	Buildings of 14 rooms	1,150	50 .	4	1,350	
	Buildings of 15 rooms	1,200	50	4	1,400	
	Buildings of 16 rooms	1,400	100	3	1,700	J
	Assts. in manual training	(a)	100	(b)	1,200	1,042
	Directors in manual training	1,800	50	4	2,000	2,000
	Assts. in music	(c)	50	(b)	1,000	950
	Directors in music	1,500	100	. 5	2,000	1,750
	Assts. in drawing	(d)	50	(b)	1,000	825
	Directors of drawing	1,800		4	2,000	1,800
	Teachers of cooking	500	25—beg. 3d yr.	5	600	550

a To be determined by the committee on drawing and manual training, but shall not exceed \$1,200.

b Not reported.

To be determined by the committee on music and kindergarten, but shall not exceed \$800. d To be determined by the committee on drawing and manual training, but shall not exceed \$1,000.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
29. Worcester, Mass (Continued.)	Evening elementary schools— Teachers (not special) Prins., 1 or 2 teachers Prins., 3 or 4 teachers Prins., 5 or 6 teachers Prins., 7 or more rooms Evening high school— Asst. regular teachers Regular teachers Head teachers	e\$1.00 e1.50 e1.75 e2.00 e2.25 e1.00 e2.50 e4.00	e0.25 e0.25 e0.25 e0.25 e0.25 e0.50 after service am't'g to 2-yrs. e0.50—3d(f)yr.	5 2 3 3 3 3 3 (b) 2 2	e\$1.50 e2.00 e2.50 e2.75 e3.00 e1.50 e2.50 e3.00	e1.50

b Not reported. f Or when placed in charge of two or more grades in the same subject. Two years's service in any of the day high schools, or as principal of an elementary evening school, shall count as equivalent to two years in the Evening High School.

29. Worcester, Mass	Evening schs. spec. teachers—					
(Concluded.)	Teachers of cooking	a\$2 00	a\$ 0.25	2	a\$2.50	a\$2.00
(Continueda)	Asst. trs. drawing	a2.00		2	a2.50	
	Teachers architectural drw.	a3.50		4	a4.50	1
	Teachers free-hand drawg.	a3.50		4	a4.50	a3.80
	Teachers mechanical draw.	a3.50		4	a4.50	)
30. Los Angeles, Calif	Kind. assts	420		2	500	1
<b>3</b> ,	Kind. directors	520		2	600	335
	Grade teachers	600	40-beg. 3d yr.	5	760	693
	High school teachers	1,000		2	1,200	1
	Commercial H. S. teachers	1,000	100	2	1,200	1,154
31. New Haven, Conn	Kind. assts	300	50	4	500	434
	Kind. directors	300	50	6	600	600
	Grades 1, 5, female	300	50	6	600	1
	Grades 2, 3, f	300	50	4	500	
	Grade 4, f	300	50	5	550	517
•	Grade 6, f	300	50	7	640	,
	Grade 7, f	300	50	8	700	)
	Grade 8, f	300	50	9	750	b662
	Grade 8, assts., f	300	50	(d) 5	550	j
	Prins., 4-room bldgs	(c)	50	(d)	600	) •
	Prins., 5- to 11-room bldgs	(c)	50	(d)	<i>f</i> 600	724
	Prins., 12-room bldgs	(c)	50	(d)	1,000	)
	Supervisor elem. man. tr	(c)	50	(d)	750	750
	Supervisor sewing	(c)	50	(d)	750	750
	Supervisor penmanship	(c)	100	(d)	1,500	1,500
	Supervisor drawing	(c)	100	(d)	1,700	1,700
	Supervisor music	(c)	100	(d)	2,300	2,300
	Supervisor of prim. schools	(c)	50	(d)	2,100	e2,055
	Supervising prins. of districts	(c)	100	(d)	2,300	1 02,055

a Per evening.
b Average of grades 7, 8, and 9.
c No 'formal' minimum.
d Not reported.
e Average of supervising principals, elementary schools.
f Plus \$10 for each room in building.

High Busin Busin Asst. Prim.	e teachers	\$ 300 550 1,000 550 1,000 320 360 400	50 100 50 100 20	7 6 5 6 5 2 3	\$ 650 850 1,500 850 1,500 360 520	\$ 579 759 1,467 660 1,000 476
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City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
34. Memphis, Tenn.—(a)	Aid teachers ((b)	180 540 360 675	90 45 45  d45—2d, 3d, 5th, 7th, 9th, 11th,	1 3 5 	\$270 675 585 675	(c) \$ 510 675 1,060
35. Omaha, Neb	H. S. teachers	675 <b>3</b> 80	13th yrs.  45-2d to 5th, 11th yrs.  47½ 45-2d, 3d, 4th,	10	900	806 608
37. St. Joseph, Mo	Grade 1Grades, other than 1	337½ 315	6th yrs. 22½—5th, 11th yrs. 45—2d, 3d, 4th, 6th yrs. 22½—5th, 11th	10	592½ 540	477
38. Scranton, Pa	H. S. teachers (e)	675 400 450	yrs.   90   50—3d,5th,7th,   9th yrs.   50—4th,7th,   9th yrs.	2 8 8	855 h600 h600	f907 } 555
39. Lowell, Mass	Kind. teachers	350 450 1,300 650	\{ \begin{align*} \text{yin yis.} \\ \text{100} & \text{50-2d yr.} \\ \text{100-3d yr.} \\ \text{50-2d yr.} \\ \text{100} & \text{3b yr.} \\ \end{align*}	1 2 7 2	450 600 2,000 <i>j</i> 800	450 595 2,000 798

a White schools.

b Aid-teachers also take charge of the classes in any of the grammar grades during the temporary absence, by illness or otherwise, of the regular class-room teachers, and for this latter service, they receive pay on the basis of the salary of a regular teacher for the first year, \$ao per month (\$360 per year). When a vacancy occurs in the position of class-room teacher, the senior aid-teacher is promoted to it, if her services as aid-teacher have been satisfactory to the principal under whom she may have served and to the superintendent of the schools.

c Not reported.

d Provided that their services have been continuous.

c Not reported. d Provided that their services have been continuous.
c Teachers who have not had former experience as teachers in a school of similar character, and who are appointed to places the highest salaries for which are limited to \$855 per year. The salaries of all other teachers in the high school to be fixed by the board at the time of appointment of teacher.
f All white high-school teachers, but not including assistant superintendent.
g Normal school diploma, only. h Ninth year, \$650 for first grade work.
High- and training-school diploma, or high and normal-school diploma.
f Some have higher salary by special vote.

40. Portland, Ore Grades 1 and 4 to 6 Grades 2 and 3 Grades 7 to 9 High school teachers	a 550 a 650	50—2d, 4th yrs.	3 3 3 3	\$ 700 650 750 1,000	\$ 682 625 6746 986
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a Teachers with two years' experience.

b Average salary for teachers in grades 7 and 8. No grade 9 teachers reported.

41. Cambridge, Mass	Asst. teachers, kind	\$ 450 450		,	3 5	\$ 600 <i>a</i> 700	\$ 632
	Asst. teachers, grades	450	50		2	550	1
	Grade 7, training school	450				450	
	Grade 8, training school	700				700	
	Gram. and prim. teachers	450	50		5	a700	
	Grade 9	750	50		1	800	} 68o
	Special teachers, gram. schs				I	750	
	Masters, assts	800	100		I	900	
	Sub-masts., gram. and prim		100		4	1,400	
	Supervising teacher, tr. sch.	900	100		1	1,000	)
	Prins., prim. schs	<i>b</i> 700	50		1	b750	)
	Masters, gram. schs	2,000				2,000	1,230
	Masters, training schools	2,500				2,500	)
					l	1	

a Upon the recommendation of the superintendent and the committee on teachers, the salary of a teacher in a grammar or primary school, or of the principal of a kindergarten, may be increased from \$700 to \$750.

provided such teacher has served at least one year.

b With \$5 additional for each room under her supervision.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
-	Latin School and English High School— Asst. teachers. Teachers. Master's assts. Masters. Kind teachers. Grades 1 to 7. Grade 8. Kind. teachers.	\$ 500 700 1,200 2,000 400 400 (d) 315	50 50 (c) (45-2d to 5th yrs.) 221-6th to 11th yrs. 45-2d to 5th yrs. 221-6th to 11th	1 5 4 4 (c) 10	\$ 600 950 1,200 2,000 600 700 630	(c) \$ 989 567 } 586
45. Seattle, Wash	Kind. teachers	550 550 800	yrs. ) 50 50 100	5 5 5	800 800 1,250	663 755 1,027
c Not reported.	d Restricted to experien	ced teache	ers.			
46. Grand Rapids, Mich.	Kind. teachers	\$ 350	\$50—2d, 4th, 5th, 6th yrs.	7	\$ 625	\$ 512
	•		25—3d, 7th, 8th yrs.	ľ		. 5
	Grades 1 to 4	350	8th yrs. 50—2d, 4th, 5th, 6th yrs. 25—3d, 7th,	7	a625	
	Grades 1 to 4Grades 5 and 6	350 350	8th yrs.  50—2d, 4th, 5th, 6th yrs.  25—3d, 7th, 8th yrs.  50—2dto6th yrs.  25—7th, 8th yrs.	7	<i>a</i> 625 650	571
	·		8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dto6thyrs. 50-3dto6thyrs. 50-3dto6thyrs. 50-3to6thyrs. 25-7th, 8th yrs.			571 635 686
	Grades 5 and 6	350	8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dto6th yrs. 25-7th, 8th yrs. 75-2d yr. 50-3dto6th yrs. 25-7th, 8th yrs. 50-2d yr. 100-3d yr. 100-3d, 4th yrs. 100	7	650	571 635 686
49. Reading, Pa	Grades 5 and 6	350 350 d600 d800 d1,000	8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dto6th yrs. 25-7th, 8th yrs. 75-2d yr. 50-3dto6th yrs. 25-7th, 8th yrs. 100-3d yr.	7 7 2 2 3	650 6675 d750 d900 d1,200	571 635 686
49. Reading, Pa	Grades 5 and 6	350 350 d600 d800 d1,000 d1,100	8th yrs. 50—2d, 4th, 5th, 6th yrs. 25—3d, 7th, 8th yrs. 50—2d06(th yrs.) 25—7th, 8th yrs. 75—2d yr. 50—3d06(th yrs.) 25—7th, 8th yrs. 100—3d yr. 100—3d yr. 100—3d yr. 100—3d yr. 100—3d yr. 20—5th, 7th yrs. 50—9th, 11th yrs. 20—3d, 5th yrs. 50—7th, 9th yrs.	7 7 2 2 3 3 3	650 b675 d750 d900 d1,200 d1,400	571 635 686 913
49. Reading, Pa	Grades 5 and 6	350 d600 d800 d1,000 d1,100 e350 e, f380 e, f450 e, f550 750	8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dto6th yrs. 25-7th, 8th yrs. 75-2d yr. 50-3dto6th yrs. 25-7th, 8th yrs. 100-3d yr. 100-3d yr. 100-3d yr. 100-3d yr. 100-3d yr. 20-5th, 7th yrs. 50-9th, 11th yrs. 40-3d, 5th yrs. 50-7th, 9th yrs. 30-7th yr. 50-3d, 5th yrs. 50-3d, 5th yrs. 50-3d, 5th yrs.	7 7 2 2 3 3 10 g8 g6 g4 3	650 b675 d750 d900 d1,200 d1,400 e500 e520 e580 e650 900	571 635 686 } 913 430 486 581 660
	Grades 5 and 6	350 d600 d800 d1,000 d1,100 e350 e, f380 e, f450 e, f550	8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dt06th yrs. 25-7th, 8th yrs. 75-2d yr. 50-3dt06th yrs. 100-3d yr. 100-3d yr. 100-3d yr. 100-3d, 4th yrs. 50-9th, 1th yrs. 50-7th, 5th yrs. 50-7th, 5th yrs. 30-7th yr. 30-3d, 5th yrs.	7 7 2 2 3 3 10 88 86 84	650 b675 d750 d900 d1,200 d1,400 e500 e520 e580 e650	571 635 686 } 913 430 486 581 660 } 1,044
	Grades 5 and 6  Grades 7 and 8  H. S. teachers, class 1 (c)  Class 2 (c)  Class 3 (c)  H. S. teachers, session rooms.  Grades 1 to 4  Grade 5  Grade 6  Grades 7 and 8  H. S. (girls) teachers  H. S. (boys) teachers	350 d600 d800 d1,000 d1,100 e350 e, f380 e, f450 e, f550 750 1,000	8th yrs. 50-2d, 4th, 5th, 6th yrs. 25-3d, 7th, 8th yrs. 50-2dto6th yrs. 25-7th, 8th yrs. 75-2d yr. 50-3dto6th yrs. 25-7th, 8th yrs. 100-3d yr. 100-3d yr. 100-3d, 4th yrs. 100 10-3d yr. 20-5th, 7th yrs. 50-7th, 6th yrs. 50-7th, 5th yrs. 50-7th, 5th yrs. 50-3d, 5th yrs. 50-3d, 5th yrs. 50-3d, 5th yrs. 50-3d, 5th yrs.	7 7 2 2 3 3 10 88 86 84 3 2	650 b675 d750 d900 d1,200 d1,400 e500 e500 e580 e650 900 h1,200	57 <b>1</b>

a In 1-1 grade, maximum \$650. b In eighth grade, maximum \$700.

c A teacher may be promoted from the first class to the second class after three or more years' successful experience in the first class, and from the second class to the third class after three or more years' successful experience in the second class—in each case only on the joint recommendation of the superintendent of schools and the principal of the high school in which the teacher is employed.

d The preceptress in the Central High School shall receive a salary \$100 greater than the salary which she would receive as a teacher of class or session room, as the case may be.

e Mixed schools in each case \$10 more per year; male schools \$20 more.

f No teacher shall be appointed to the fifth, sixth, seventh, and eighth grades without an experience of two years in each of the previous grades, provided, that a teacher may be appointed to the fifth grade with two years' experience in any of the first four grades.

g Years required in this grade. Maximum after ten years of service as a teacher.

h Thirteen hundred dollars on merit.

f Teachers presiding in rooms receive \$50 per year additional.

k Average based on salaries paid in both white and colored schools.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
52. Camden, N. I	Kind. teachers	\$ 400	\$40	3	\$ 520	\$ 486
<b>54. 44, 2 5</b>	Grade teachers, 1 to 8	400	( 40-ad to 6th )	7	640	
	Assts., 8 gr	650	50	1	700	650
	First assts., gram. schools Principals (a)—	•675		I	725	
	Prim. schs., 3 or 4 rooms	600	50	2	700	, 600
	Prim. schs., 5 to 8 rooms	700	50	2	800	792
	Prim. schs., 9 or 10 rooms.	800	50	2	900	800
	Prim. schs., 11 or more rms.	900	50	2	1,000	900
	Gram. schools, female	1,000	50	2	1,100	1,043
	Gram. schools, male	1,150	50	2	1,250	1,250
	Supervising principals—					
	Prim. schools, f	1,000	50	2 2	1,100	1,000 (b)
	Gram. schools, f	1,250	50 50	2	1,350	1,250
	Gram. schools, m	1,350	50	2	1,450	1,400
	High school teachers	750	50-2d to 6th yrs. \	7	1,200	889
	Prins., high school	1,200	100 /111, 0111 915. )	3	1,500	1,400
	Dirs. of music and drawing	1,000	100	5	1,500	1,300
	Director of phys. tr	1,000	100	5	1,500	1,000
53. Bridgeport, Conn	Grades 1, 5 and 6	425	25	7	600	1
	Grade 2	425	25	5	550	I
	Grades 3, 4	425	25	6	575	540
	Grade 7	450	25	7	625	
	Grade 8	450	25	8	650	
	Prins. 8-room bldgs., f	700	25 (d)	(d)	c850	800
	Prins., large bldgs., f	1,000 (b)	$\begin{pmatrix} a \\ d \end{pmatrix}$	$\begin{pmatrix} a \\ d \end{pmatrix}$	1,500	1,567
	Prins., large bldgs., m High school teachers, f	650	50	5	000	854
	High school teachers, m	700	50	10	1,200	970
	lingu school teachers, m	,00	50—2d, 4th, 6th)	ا ا	1,200	970
54. Trenton, N. J	Grade teachers	e350	{ yrs. }	10	* 600	)
J	0		100—11th yr.			507
	Teachers, training schools	600	50	1	650	
	Prins., ward schs. 8 or more rs.	700	(b)	10	800	750
				1		1

a Principals, who teach at least half of the time. b Not reported. c For each 2 rooms additional \$25. d No schedule for salary. e Without previous experience.

55.	Troy, N. Y	Kind. teachers	\$ 350	\$ 50	3	\$ 500	\$ 403
		Grade teachers	350	50	3	500	480
56.	Lynn, Mass	Grade teachers	350	100	3	600	597
		Prins., prim. schools, female	600	100	4	1,000	
		Prins., gram. schools $(a)$	900	100	3	1,200	
		Prins., gram. schools $(b)$	1,500	100	3	1,800	
		Assts., man. tr	900	100	3	1,200	1,200
		High school teachers, female	600	100	3	900	882
		Sub-prins., H. S., male	1,250	50	3	1,400	
		Prins., H. S	2,000	100	5	2,500	2,500
57•	Oakland, Calif	Kind. teachers (c)	720	{ 60—2d yr. 120—3d yr. }	2	900	
		Kind. teachers (d)	780	60	2	900	840
		Gram. and 1st grade (c)	720	60—2d yr.	2	900	1
		Gram. and 1st grade $(d)$	780	60	2	900	000
		Prim. grades—except 1st (c)	660	60—2d yr.	2	840	866
		Prim. grades—except 1st (d)	720	60 [120—3d yr., ]	2	840	J.
		High School teachers	<b>e</b> 1,080	ll evner	5,	1,320	1,269
58.	New Bedford, Mass.	Grades I to 7	475	50	3	<i>f</i> 625	1)
55.		Grade 8	525	50	3	675	} 611
		Grade o	600	50	3	750	
		High school teachers, female	700	100	3	1,000	
		Teacher of French	7.5	50	3	800	
		Teacher of cooking	650	50	3	800	650

<sup>a Lewis and Burrill schools.
b c Graduates of a normal school.
d Graduate of a college or university.</sup> 

b Ingalls, Whiting, Cobbet, Shepard, and Tracy schools.

e Teachers with at least two years' experience.
y. f Practice rooms \$50 extra.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
59. Somerville, Mass	Kind. assts	\$ 275 400		2 2	\$ 425 600	\$ 425 600
	Grammar and primary			Į.		
	Third assts	275	75	2	425	425
	Second assts	400	100	3	700	650
	First assts	725			725	725
•	Masters	1,800	50	2	1,900	1,900
	High school	_				
	Third assts	650		.5	900	900
	Second assts	900		2	1,000	1,000
	First assts	1,000		4	1,200	1,200
	Sub-masters	1,000		7	1,700	1,700
	Masters	1,800		4	2,000	2,000
	Head masters	2,300		7	3,000	3,000
	Sewing teachers	600	50-4th yr.	3	650	650
	Supervisor, drawing	900		1	1,000	1,000
	Supervisor, penmanship	1,000		5	1,500	1,500
	Supt. of schools	2,500	100	5	13,000	3,000
60. Lawrence, Mass	Grades 1 to 4	400		(b)	a 500	]]
	Grade 5	500	(b)	(b)	a550	501
	Grade 6	550			a550	[ . 301
	Grades 7 and 8	600			a600	j
	Prin., 5th grade, f	550			a550	579
	Prins., gram. schools, m	1,500	100	5	a2,000	1,750
61. Springfield, Mass	Grades 1, 2, 4, and 6, asst.	1		1		
	teachers	350	25	1	375	375
	Grades 1 to 8, and rural teach-			1		
	ers	400	50	4	<i>c</i> 600	
	Grade 9, and gram. prep	400		6	d700	
	1	1	30-5th, 8th			-
64. Hoboken, N. J	Grade teachers	480	00-10th, 13th,   17th, 21st,   24th, 26th vrs.	25	900	623
65. Peoria, Ill	Grades 1 to 8	250		-	600	F 25
03. 1 6011a, 111	Prins., elem. schools, f	350		5 2		
	Prins., elem. schools, m	1,200		1	1,400	
	High school teachers, f	1,400		4	1,800	
	High school teachers, m			4	1,000	
	Head insts., H. S., m			4	1,200	
	11000 111515., 11. 0., 111	1,000	100	7	1,700	آ ا

a Any further increase is by direct vote of the School Committee. b Not reported. c Special maximum grade 8, \$700. d Special maximum grade o, \$800.

The state of the s						
66. Evansville, Ind	Grade teachers					
,	Class III (a)	<i>b</i> \$450 600		3	b\$550 600}	\$546
	Class I (d)	625		1	650	
	Grade teachers Kind. assts., ½-day time	350 250		4	e550	522
06. Otica, 11. 1	Kind. teachers	350	50	2	300 1450	273 434
	Grades 1 to 6	350	(co-ad ad we )	g4	500	480
Con Antonio TD	Grades 7 to 9	550			550	550
69. San Antonio, Tex	Grade teachers— Inter. city or second					
	grade state certificate					
	Rank 7 Rank 6	384 408		6	432	
	Rank 5	432		6	456 480	579
	Rank 4	456	24—4th, 7th yrs.	6	504	319
	Rank 3	480	24—4th, 7th yrs.	6	528 J	
	1			}	1	

a Composed of beginners and such teachers as are paid the regular rate fixed by law.

b Figures show highest possible salary obtainable. Salaries are based on license standing, first year 2½ per cent, second and third years 2½ per cent, fourth and fifth years 2½ per cent, of license standing.

c Composed of teachers who have had five years experience, and are exceptionally strong in teaching

powers. powers.

d Composed of teachers who have passed successively through classes three and two, and whose proficiency in pedagogical study is satisfactory to the superintendent and board of trustees.

e Master's assistant, grammar school, may receive \$5.75.

f In Taxton, Miller Street, and South Street kindergartens, \$25 per year additional.

g Experience elsewhere shall count the same as if had in Utica.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
60. San Antonio, Tex (Continued.)	Grade teachers—Continued Rank 2 Rank I. Permanent primary, temporary high school, first grade state or normal school diploma	\$504 <i>a</i> 528	\$24—4th, 7th yrs.	6 6	\$ 552 a576	
	Rank 7. Rank 6. Rank 5. Rank 4. Rank 3. Rank 2. Rank 1. Permanent first grade state, or permanent high school city certificate	456 480 504 528 552 576 a600	24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs.	6 6 6 6 6	504 528 552 576 600 624 a648	
•	Rank 7 Rank 6 Rank 5 Rank 4 Rank 3 Rank 2 Rank 1	528 552 576 600 624 648 a672	24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs. 24—4th, 7th yrs.	6 6 6 6 6 6	576 600 624 648 672 696	
70. Duluth, Minn	Grade teachers	450 650	25 or 50, accord- ing to success 50	(b) 5 8	750	594 808
71. Salt Lake City, Utah	High school teachers, male Grades 1 to 8 High school teachers	900 360 720	22½ to 45	(b) (b)	1,300 720 1,080	562

a Between June 15th and September 1, 1904, the superintendent of schools, with the concurrence of two-thirds of the principals, shall select from the teachers ranking 1, not to exceed five; and in like manner between September 1, 1904, and June 15, 1905, there shall be selected, not to exceed five additional teachers. A similiar selection shall be made each succeeding year. The rank of these teachers shall be A1, and their salaries \$24\$ per year more than called for by the present schedule. During the following year, and each year thereafter, in the same manner and at corresponding dates, there shall be selected from among the teachers ranking A1, the same number of teachers whose rank shall be AA1, and whose salary shall be \$48\$ per year more than the present schedule calls for.

b Not reported.

	I		I		1	
72. Waterbury, Conn	Grammar school (a)—			1		
	Teachers, grade C	b\$350	\$30—2d yr. 40—3d, 4th, 5th	١.	\$ 500	
	reachers, grade C	04350	yrs.	4	\$ 500	]
	Teachers, grade B	550	50	ı	600	\$ 551
	Teachers, grade A	(c)	(c)	(c)	650	
	District teachers	400			400	,
THE 1 1 1 1 T			[ 25-2d, 4th, 6th )			
73. Elizabeth, N. J	Gram. and prim. teachers	400	yrs.	5	575	528
	Teachers of beginning classes	d600	50—3d,5th yrs.		d600	622
	Grade 8, class teachers	d650			d650	688
	High school teachers, female	575	50	4	775	775
	High school teachers, male	700	75	4	1,000	963
74. Erie, Pa	Assts., grades	285	20	3	3322	
	Grades 1 and 7	3321	28½	9	570	466
	Grades 2 to 6	3322	281/2	6	503	420
	Prins. grades, 6 rs. or less, f		28½	5	712	745
	Prins, grades, 8 and 10 rs., f	6172		7 8	8072	1 ,43
	H. S. teachers—mod. lang H. S. teachers—Eng	600 600	50		1,000	1
	H. S. teachers—Math	600	50 50	12	1,200 1,500	942
	H. S. teachers—classics	600	50	18	1,500	942
	H. S. teachers—science	600	50	18	1,500	
	Vice-prins., H. S	1,400	50	12	2,000	1,800
	Prins., H. S	1,800	100	7	2,500	2,100
	Teachers, Ger	285	$28\frac{1}{2}$	8	5032	
	Teachers, drawing	500	50	3	650	566
					1	

a It shall require five votes to raise the grade of any teacher. It shall require four votes to raise the salary.

b Normal or college graduates receive \$400 for the first and second years.

b Normal or college graduates receive \$400 for the first and second years.

c Not reported. d Any teacher having two different classes a day to receive \$50 per year extra.

City	Position or Grade	Min. Yearly Schedule Salary		Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
78. Norfolk, Va	Grade teachers (white) Grade teachers (white) Grs. 1 to 3 (prim. C, D and E) Grs. 4 and 5 (prim. A and B) Grs. 6 and 7 (gram. C.and D) Grs. 8 and 9 (grs. A and B). High school teachers. Prins., high school.	\$ 360 400 \$ 332\frac{1}{2}\$ \$ 475 1 \$ 522\frac{1}{2}\$ \$ 612\frac{1}{2}\$ \$ 1,500	231	5 17 6 2 4 2 7 5	\$ 513 650 5475 55222 66172 6665 1,045 2,000	\$ 486 492 8467 963 2,000

f Supervisory principles, in addition to the regular grade salary, receive  $47\frac{1}{2}$  per year extra for 4-room buildings and  $2\frac{1}{2}$  per year extra for each additional room.

g Average for principals elementary schools \$702.

33. Holyoke, Mass. (a)	Kind. assts	\$ 350 400	\$50 50	2	\$ 450	\$ 421
	Grades 1 to 6	400	50	3	550 600	536
•	Grade 7	425	50	4	625	591
	Grade 8	425 450	50	4	650	625
	Grade 9			4		650
	Prins., prim. bldgs	500 700	50	4	700 800	700
	1 , 1	(	50 75—2d to 7th }	2	800	808
	Prins., gram. schs., 8 rooms	1,000		_ ا		
	or less	1,000	yrs. 50—8th vr.	7	1,500	)
	Prins., gram. schools, more	(	( 50—8th yr. )			1,833
	than 8 rooms					-7-00
Voungatown Ohio	H. S. trs., not heads of depts.	1,200	100	8	2,000	
54. Toungstown, Onto	11. 5. us., not neads of depts.	500	50	6	800	715
			40-2d to 6th			
	Grade trs., without experience	300	yrs.	11	650	1
			25—7th to 12th		-5-	1
			yrs.			474
			40—until \$500 is	l		
	Grade trs., with experience	(b)	reached, then	(c)	650	
	,	(-)	25—until max.	(0)	"	,
	m1		is reached			
	Teachers of drawing	1,000	200	1	1,200	1,200
	Teachers of music	1,000	200	1	1,200	1,200
	Teachers of penmanship	1,000	200	1	1.200	1,200
			25 — 2d, 3d,		1	l
36. Akron. O. (d)	Grade trs., with experience.	300	oth, 11th yrs.	TC	600	
or (a)	orace and, with experience	300	50—4th, to 7th	10	000	i i
			yrs.			502
			25—2d, 8th,			
	Gr. trs., Akron normal grads.	325	oth yrs.	_	600	
	O1. trs., rikion normar grads.	323	] 50—3d to 6th ∫	9	000	IJ
	_		yrs.	1		
87. Tacoma, Wash	Grades 1 to 6	500	50	4	700	1 66.
	Grades 7 and 8	500	50	- 5	750	667
<ol><li>B9. Lancaster, Pa</li></ol>	High school teachers	800	50	3	950	924
	Grades 1 and 2	350	10	5	400	387
	Grades 3 and 4	420	1		420	420
			10½-2d yr.			'
	Grades 5 and 6	420	{ 21-3d, 4th }	3	e4722	460
			vrs.	1	1	1 7-9

a Post-graduate or foreign study is equivalent to teaching service. A reasonable allowance shall be made for experience in other schools, or for previous experience in a lower position, or for advance study.

 $<sup>\</sup>boldsymbol{b}$  Secured at such compensation as committee on teachers may agree upon.

c Varying number.

d Teachers who have had experience elsewhere shall be employed to such salaries as may be agreed upon by the board, but when once employed their salaries shall be subject to the same rates of increase as those of other teachers.

e Teachers who also act as principals of buildings receive \$482½ per year.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
90. Lincoln, Neb	Gram. sch. teachers, f. Grade teachers (f). Prins., prim. grades. Prins., inter. grades. Prins., gram. schools.	\$475 360 <i>i</i> 630 630 675	{\$10-2d, 3d yrs.} \$30-4th yr.} \$36 \$36 \$36 \$36 \$36 \$36	g8	\$ 525 h630 h i720 h765 h810	\$ 525 561 691 729 806

	\$ 450	\$22\frac{1}{2}	1 7	\$ 6072	1	(b)
. Brockton, Mass Grade teachers	450	25	. 5	575		\$ 55
. Schenectady, N. Y Grade teachers		25-4th,	r. } 4	550		50,
. Pawtucket, R. I Grades 1 to 6		40	5	a 560		51
Grades 7 to 9	$\ldots (b)$	(b)	(b)	a600		575
Prins., grade schools		(b)	(b)	600		600
Asst. masters, gram.			4	600		600
Masters, gram. school			2	c1,100		1,260
Sub-masters, high sch			5	1,500		1,60
Masters, high school			4	2,200	l	2,200
. Spokane, Wash Grade teachers			5	720		640
o. Saginaw, Mich Grade teachers			4	500		45
6. Johnstown, Pa Prim. and inter. teac			5	585	}	522
Gram. grades teacher	s e405		5	630	J	-
High school teachers	720		4	900	1	81
7. Haverhill, Mass Grade teachers			"	600	l	528
Prins., gram. schools			4	1,000	l	879
Prins., gram. schools			6	1,300	1	1,22
High school teachers	600		0	900		78
High school teachers	, m 1,000		1 2	1,400		1,220
Prins., high school	1,800	100	5	2,300		2,300

a Head teachers in four- and six-room buildings shall receive \$40 per year in addition to above schedule. b Not reported.

c May be increased for long continued service and marked fitness to an amount not exceeding \$1,300

by vote of the board.

d Teachers are required to have two years' experience in graded schools before being employed. Graduates of advanced normal course are received for one year at \$360 per year and are then paid the minimum

regular salary.

e Must have had at least one years' experience or have graduated from Pennsylvania Normal School, Credited with experience in teaching elsewhere.

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\$ 552
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I The salaries of teachers having experience equivalent to more than the minimum required to secure a certificate shall be fixed by the board on the recommendation of the committee on teachers. Thereafter the salaries of such teachers shall be subject to the same rates of increase as those of other teachers. g Those holding first, second, or third grade certificates and who completed certain professional study during the preceding year shall receive an increase of \$54 per year until maximum is reached.

h Those holding first or second grade certificates who have attained the maximum salary within their class and who, during the preceding year, have completed certain professional study shall receive from \$4\frac{1}{2}\$ to \$p\$ per year additional. The total increase thus obtained not to exceed \$90 per year.

i When promoted to grammar schools, principals of primary schools receive \$45 per year more than their salary would be if retained in former position.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
108. Terre Haute, Ind (Continued.)	High school dept. assts H. S. hds.of depts. and v-prin. Prins., high schools All special teachers	\$ 550 750 1,450 750	50 50 50—2d, 3d, 4th	. 5 5 5	\$ 800 1,000 1,700	\$ 756 937 1,700
109. Allentown, Pa	Female schools, 1st yr Male schools, 1st yr Female schools, 2d yr. Male schools, 2d yr. Advanced Primary Schools— Female schools Male and mixed schools.	440 480 380 420 400 450	"	3 3 3	440 480 400 440 440 480	452
	Secondary Schools— Female Schools Male Schools Grammar Schools—	510 600	30—4th 30—4th	3	540 630	} 567
rrr. Dubuque, Iowa	Female schools. Male schools. Grade teachers. Kind. assts. Kind. directors. Grade 1. Grades 2 to 5.	550 700 6405 250 350 350 d300 d350	50—4th  45 25 50 25 25 25	3  3 2 2 6 6 6	600 700 540 300 450 500 d450	590 502, 300 450 465
112. Davenport, Iowa	Grade 6 Grade 7 Grade 8 Prins. high school. Grades 1 an 1 7 Grades 2 to 5. Grade 6 Grade 8 Grade 9	500 550 600 1,700 450 400 425 475 550	  100 50 50 50 50 50	3 2 2 2 2 2 2	500 550 600 2,000 550 500 525 575 650	500 550 600 2,000 }

a Teacher of music \$850; teacher of physical culture \$900; teacher of drawing \$950.

d Depending upon certificates.

117. Bayonne, N. J	Grade teachers	\$ 400	\$30	10	\$ 700	\$ 559
	High school teachers, female.	750	30	4	850	800
	High school teachers, male	1,000	50	10	1,500	1,150
	Vice-prins., grades	750	30	4	850	800
118. Superior, Wis	Kind. assts	2372	472	5	475	160
	Kind. directors	4272	472	5	665	} 463
	Grade teachers	427	472	5	665	555
	High school teachers	6172	472	5	855	774
	Grade 1	(a)	(a)	(a)	600	497
	Grades 2 and 3	300	50	4	500	426
	Grade 4	400	50	3	550	509
	Grade 5	500	50	I	550	530
	Grade 6	500	50	2	600	598
	Grade 7	(a)	(a)	(a)	600	573
	Grade 8	600			600	600
	Prins., 8 or 9 rooms, male	1,000	100	4	1,400	}
	Prins., 10 or 11 rooms, m	1,000	100	5	1,450	1,322
D 36	Prins., 12 or more rooms, m.	1 000	100	5	1,500	J
122. Butte, Mont	Grade 1	,000			900	900
	Grades 2 to 7	b650	50	3	800	800
	Grade 8	900			900	890
124. Chelsea, Mass	Grade teachers	400	50	4	600	552
	High school teachers	700	50	6	1,000	916

a Not reported.

c To those who are graduates of state normal schools. Teachers who are graduates of the training department of the McKeesport High School and who hold provisional certificates shall receive \$405 per year; those holding professional certificates shall receive \$450 for the first year and \$405 the second year; those holding permanent certificates shall receive \$540 per year.

b Experienced teachers start at maximum salary.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
125. Topelia, Kans	Grade teachers	\$360 6360 6360	\$ 45 c45 e45 { 45—3d, 4th, 5th }	4 4 4 4	\$ 540 d540 f540 1,035	841
	H. S. trs., without experience	-	yrs. 45—3d, 5th, 7th, 9th, 11th yrs. 40—2d, 3d, 4th,	10	900	
126. Fitchburg, Mass	Grade teachers	g280	7th yrs. 80—5th, 6th yrs. 50—11th yr.	10	650	644

c And in addition thereto he shall receive for each room under his own as follows: first year \$27 per year, second year \$36; third year \$45; fourth year \$54; fifth year \$60 per year.

d Plus \$60 per year for each room under his own.

f Plus \$54 per year for each room under his own.

g Each and every full years' attendance at a state normal school in Massachusetts—on the part of any person receiving a diploma therefrom shall be regarded in computing the compensation as equivalent to a year's experience in teaching in a public school.

127. Knoxville, Tenn	Prim. grade teachers	\$ 190	\$47½	7	\$ 513	\$ 395
	Gram. grades, female	237½	$47\frac{1}{2}$	6	513	385
	Gram. grades, male	380	47½	3	513	456
128. East St. Louis, Ill	First prim., f	a550	50	2	650	1
	Second prim., f	a 500	50	2	600	545
	Grades 2 and 3, f	b400	50	2	500	J
	Grade 4, f	b400	50	2	500	471
	Grade 5, f	a450	50	2	550	546
	Grade 6, f	a 500	50	2	600	605
	Grade 7, f	<i>a</i> 600	50	1	650	655
	Grade 8, f	a650	50	1	700	700
	Sup. prins., gram. schs., 8 to	1,000	50	4	1,200	1,200
	High school teachers, f	700	50	3	850	813
	High school teachers, m	1,000	50 or 100	(c)	1,200	1,150
	Supvs. music and drawing	1,000	50	4	1,200	1,200
131. Montgomery, Ala	Grade teachers, white	400	$d_{20}$ —3d to 6th yrs.	5	e500	438
	Grade teachers, colored	240	8	5	280	249
132. Taunton, Mass. (f).	Grade assts	300	25	4	400	1
,,	Grade teachers (dept. rooms)	450	25	4	550	} 499
	Grade prins. $(g)$	450	25	4	550	550
	Gr. prins. (h)	475	25	4	575	575
	Grade prins. (i)	500	25	4	600	600
	Rural teachers $(j)$	300	25	4	400	360
	Rural teachers (k)	350	25	4	450	400
	Rural prins	400	25	4	500	456
134. Passaic, N. J	Grade teachers	450	25	10	700	572

a Only experienced teachers employed.

c Not reported

e Larger salary for unusual skill and success, after years of experience.

h At County Street, Shores Street, South, and Summer Street schools.

k Lower department at Oakland and Westville schools,

e And in addition thereto he shall receive for each room under his own as follows: first year \$27 per year; second year \$36; third year \$45; fourth year \$54 per year.

b Inexperienced teachers.

d Beginning third year, if teacher holds first grade certificate.

f Credit given for experience in teaching in other similar schools. A two years' course in a regular normal or training school for teachers shall count as one year's successful experience in teaching, and a four years' course shall count as two years' experience.

g At High Street school.

i At Barnum Street, East Weir, Leonard, North Pleasant Street, North School Street, Pine Street, School Street, Washington, and Whittenton schools.

j At Lothrop, Pratt, North, Rocky Woods, Scadding's Pond, and Woodward schools,

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary				
135. Canton. Ohio	Kind. teachers	\$332\frac{1}{2} 332\frac{1}{2} 332\frac{1}{2}	$28\frac{1}{2}$ $28\frac{1}{2}$	4 7 9	\$ 427\frac{1}{2} 522\frac{1}{2} 570	\$ 427\frac{1}{2} 522\frac{1}{2} 570				
	Grade 7		281	10	6172	6172				
0 01 01 1	Grade 8	8071	28½	5	950	940				
138. Sioux City, Iowa	Grades, junior 1 to 8	360	45	4	540	450				
	Grades 1 to 7	360	45	3	495	663				
143. Joliet, Ill		540	45 22½	4	720	1 003				
143. Jonet, III	Grades 1, 7, and 8	337 2	223	10	550	1				
	Grades 3, 4, and 5	3371	222 222	8	525 500	433				
	Prins., grades	337½ 525	50	7	850	649				
	Supervisor, drawing	600	50	6	000	800				
	Supervisor, music	700	50	6	1,000	• 700				
	Supervisor, primaries		50	š	1,200	1,150				
	Superintendent	1	{ 200—2d, 3d yrs. }	7	2,500	2,300				
145. Woonsocket, R. I	Kind. principals	350	25	3	425	375				
	Grades 1 to 4	325	$ \left\{ \begin{array}{c} 25-2d \text{ yr.} \\ 50-3d, 4th, 5th \\ \text{yrs.} \end{array} \right\} $	4	500	]				
	Grades 5 to 8	350	$ \left\{ \begin{array}{c} 25 - 2d \text{ yr.} \\ 50 - 3d, 4th, 5th \\ \text{yrs.} \end{array} \right\} $	4	525	453				
	Grade 9	400	50	3	550					
	Prins. gram. grades, male	900	50	6	1,200	1,300				
	High school teachers	600	50	6	900	788				
	Sub-masters, high school	1,000	50	6	1,300	(a)				
	Prins., high school	1,500	100	5	2,000	1,500				
	l'	]	l	t	L					

a Not reported.

153. New Britain, Conn	Kind. teachers	\$ 380	\$ 20	4	\$ 460	\$ 436
	Grades 1, 2, 3, 4, and 7	380	20	4	460	)
	Grades 5 and 6	380	20	5	480	451
	Grades 8 and 9, female	420	(a)	(a)	700	) "
54. Everett, Mass	Grade teachers, f	' 400	50	4	600	526
	Prins., prim., f	550	50	2	650	630
		700	100	3	1,000	)
	Prins., gram. (b)	1,000	100	3	1,300	1110
		1,200	100	4	1,600	J
157. Bay City, Mich	Grade 1	300	25	9	525	500
	Grades 2 to 8	300	25	7	475	408
	High school teachers, f	600	25	4	700	741
	High school teachers, m	800	50	3	950	. 893
,	Prim. teachers	300	20	8	450	1
	Inter. teachers	300	20	8	450	388
	Gram. teachers	300	20	12	525	J
162. North Adams, Mass	Asst. teachers $(c)$	304	38—3d yr.	2	342	329
	Grades 1 to 8 (d)	380		4	e456	456
	Prins., gram	570	38	5	760	692
164. Kalamazoo, Mich	Kind. assts	320	25	0 2	350	327
	Kind. teachers	400	25	4	500	436
	Grade teachers	350	, 25	, 6	500	400
165. Quincy, Mass	Grade teachers, f	400		} 15	550	479
	Asst. prins., elementary, f	450	50	3	600	600
	Prins., gram., m	1,000	100	4	1,400	1,400
	High school teachers	600	50	4	800	1
	H. S., 1st asst. teachers, f	1.720	50	3	850	} 715
	Asst. prins., high school, m	1,000	100	2	1,200	1,100
	Prins., high school	2,000	100	2	2,200	2,200

<sup>a Not reported.
b Salary determined by size of building.
c Inexperienced.
d Experienced teachers.
e After 6 years' service merit and grade determine teacher's salary. Maximum in grade 9, \$570 after 5 years' service.</sup> 

City .	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
170. Aurora, Ill. (East s.)	Grade 1	\$ 675	\$ 50	4	\$ 675	\$675
	Grades 2 to 5	325	50		525	462
	Grade 6	575	50	2	675	625
	Grade 7Grade 8	625 725	50	2	725 725	675
	High school teachers, female.	600	50	8	1,000	725 733
	High school teachers, m	700	100		1,200	900
170. Aurora, Ill. (West s.)	Grades 1 and 7	350	50	5 6	625	594
	Grades 2 to 5	350	50	3	500	452
	Grade 6	350	50	5	600 800	563 638
171. L. ma, Ohio	Grade 8Grade 1	350 285	50 47½	9 5	5222	1
171. Bina, Onio	Grade 2	285	472	2	380	371
•	Grades 3 and 4	285	472	3	399	
	Grades 5 and 6	$332\frac{1}{2}$	47½	2	4272	399
	Grade 7Grade 8	$332\frac{1}{2}$	472	3	475	475
172. Nashua, N. H	Prim, teachers	332 ½	472	4 2	5222	5222 400
172. Nashua, IV. 11	Gram, teachers	350 400	25	2	400 450	450
	Gram: teachers	400	50—2d yr.	-	430	430
173. Meriden, Conn	Prim. and inter. teachers	350	25—3d, 4th yrs. }	10	550	} 490
	Gram. teachers	350	50—2d, 3d, 4th, 11th yrs.	10	550	1490
174. Jamestown, N.Y	Kind. assts	275	25 25—2d to 5th,	1	300	300
	Kind. teachers	325	11th, 12th, 13th yrs.	12	500	433
	Prim. assts	275	25 25—2d to 5th,	1	300	298
•	Grades 1 to 7	325	11th, 12th, 13th yrs.	12	500	508
	Grade 8	500	25	2	550	550
	than 6 rooms, f	500	25	2	550	607
	Prins., ward schools, more than 6 rooms	575	25	3	650	5 007
175. Wichita, Kans	Grade teachers	315	$\left\{\begin{array}{c} 22\frac{1}{2} - 2d, 3d \text{ yrs.} \\ 45 - 4th, 5th, 6th \\ \text{yrs.} \end{array}\right\}$	5	495	419
	High school teachers	540	$   \left\{     \begin{array}{l}       45 - 2d, 3d, 4th \\       5th yrs. \\       67 - 6th yr.   \end{array}   \right\} $	5	787½	714
176. Waltham, Mass	Grades 1 to 8, f	450	50	3	600	594
	Masters' asst., oth grade	(a)	50	(a)	700	675
	Prins. prim., 4 rooms	(a)	50	(a)	640	
	Prins. prim., 6 rooms Prins. prim., 8 rooms	(a) (a)	50 50	(a) (a)	660 680	653
a Not reported.		1	1		1	
170. Lewiston, Me	Kind. teachers	(a)	\$ 25	(b)	\$ 425	1
_,,_	Grades 1 to 5		25	$ \ (b)$	425	\$ 395
	Grades 6 to 8	(a)	25	(b)	475	473

	Kind. teachers	(a) (a)	\$ 25 25		(b) (b)	\$ 425 425	}	\$ 395
	Grades 6 to 8	(a)	25		(b)	475	١,	475
	Grade 9	(a)	25	1	(b)	500		500
182. Zanesville, Ohio	Prim. and inter. teachers	\$ 300	50		5	525		525
	Kind. assts	250	50		2	350		321
,	Kind. teachers	450	50		1	300		500
	Kind. supervisors	500	50		3	650		650
	Grades 1, 3, 4, and 5	400	50		2	500	1)	_
	Grade 2	350	50		2	450	}	458
	Grades 6, 7, and 8	450			2	550	IJ	
	Prin., grades	850	100		4	1,200		1,067
	High school teachers, female.	500	50		7	850	ļ	670
	High school teachers, male	500	100		5	1,000		800
	Prins., high school	1,200	100		3	1,500		1,400
	Ger. and music teachers, f	500	50		2	600		600
	Ger. and music teachers, m	500	50		5	750		758

 $a\,$  First assignments are usually in primary or rural schools at \$300.  $b\,$  Not reported.

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
188. Elgin, Ill	Grades 1, 2, 7, and 8 Grades 1, 2, 7, and 8	c\$270 d380	yrs.	6	\$ 593 <sup>3</sup> / <sub>4</sub>	
	Grades 3 to 5	270	$\left\{\begin{array}{c} 95 - 2d \text{ yr.} \\ 47\frac{1}{2} - 3d \text{ to 6th} \\ \text{yrs.} \end{array}\right\}$	5	5222	\$ 497
	Grades 3 to 5	d <sub>3</sub> 80	$\left\{\begin{array}{c} 95-2d \text{ yr.} \\ 47\frac{1}{2}-3d \text{ to } 7\text{th} \end{array}\right\}$	6	522½ 570	
	Grade 6. Kind. teachers Frim. and inter. teachers. Gram. teachers. Prins. prim. Prins. gram High school teachers, f. High school teachers, m. Prins., high school Supervisor drawing. Supervisor music. Supt. Grades 1 to 6. Grades 1 to 6. Kind. assts. Kind. directors Prim. teachers. Grades 1A to 4B. Grades 4A to 7A. Grade 8.	d <sub>3</sub> 80 350 320 440 600 1,000 1,600 450 600 285 475 325 285 285 500 570	20 50 50 50 50 50 50 (g) 25 25 25 25 40—2d yr. 25—3d to 8th yrs.	48 49 3 44 10 3 55 5 10 44 88 7	570 500 400 500 600 850 1,200 2,100 600 850 2,500 380 570 525 475	\$\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\

c Beginners at \$270 are never assigned to either 7th or 8th grades.
d Normal graduates.
e Teachers holding second grade certificates.
f Teachers holding first grade city certificates.
g Teachers holding first grade city certificates shall receive \$540 after the first year's service in the school; after 5 years' service, the salary of such teachers shall be increased 5 per cent.; after 10 years' service, 5 per cent. additional.

	Grades 1 to 9	\$ 320	\$ 20	7	\$ 460	\$ 429
200. Columbia, S. C		315	45	2	405	405
	Grade teachers, f. (colored)	180	45	2	27,0	270
	Grade teachers, m. (colored).	270	45	2	360	360
201. Newport, R. 1	Kind. teachers	400	20	8	560	504
	Grades 1 to 6	400	20	8	560	515
	Grade 7	560	20	2	600	600
	Grade 8	600	20	5	700	660
	Grade 9	700	50	2	800	750
202. Decatur, Ill	Grade teachers	315	$ \begin{cases} 45-2d, 3d \text{ yrs.} \\ 20-4th \text{ yr.} \\ 25-5thto8th yrs.} \end{cases} $	7	525	466
	Grades 1 to 8	288	36—2d, 3d, 5th, } 7th, 10th yrs. }	9	468	427
204. Waco, Tex	Grade 1, chart class trs.(wh.)	4721	45	3	6072	6072
	Grades 2 to 6 (white)	450	45	3	585	585
	Grade 7 (white)	6522			6521	6522
209. Niagara Falls, N.Y	Kind. teachers	400	{ 50—2d, 3d, 6th } yrs. }	5	550	506
	Grade teachers	350	50—2d, 3d, 6th }	5	500	443
	Prins. grades, f	600	50	2	700	683
	High school teachers, f	500	$\left\{\begin{array}{c} 50-2d, 3d, 6th \\ yrs. \end{array}\right\}$	5	650	621
•	Grade 1	315	\ \begin{cases} \displays \text{3d yr.} \\ 27\text{-4th yr.} \end{cases} \}	3	360	345
214. Rock Island, Ill	Grades 1 and 7	315	45	5	540	)
•	Grades 2 to 6	315	45	4	495	456
	Grade 8	315	45	6	585	

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
215. Evanston, Ill	Grade 1	\$650	25—2d to 5th yrs. 50—10th, 15th, 20th yrs.	19	\$900	
	Grades 2 to 5	600	25—2d to 5th yrs. (	6	750	\$716
	Grades 6 to 8	650	25—2d, 3d yrs. 50—5th, 10th yrs.	9	800	J
216. Leavenworth, Kans.	Grade teachers	360	\$221/2	6	540	447
217. Port Huron, Mich	Grades 1 to 4	300 375	25 25	3 4	450 450	392
	Grade 6	350	25	3 8	630	630
222. New Albany, Ind	Prins. grades High school teachers	475 540	50 45	8	450 630	J 630
	light school teachers	340	25—2d, 3d, 4th	2	030	030
224. Concord, N. H	Lower prim. teachers	300	yrs. 50 until maxi- mum is rea'h'd 25—2d, 3d, 4th	7	550	476
	Higher prim. teachers Second gram. teachers	300	yrs.  50 until maxi- mum is rea'h'd	6	500	
	Prins. second gram	450	25 (25—2d, 3d, 4th)	4	550	} 598
	Prins, first gram	500	yrs. 50 until maxi- mum is rea'h'd 25—2d, 3d, 4th	8	800	) 390
	High school teachers	500	yrs. 50 until maxi- mum is rea'h'd	8	800	778
225. Medford, Mass	Kind. teachers (1 session)	300	50	4	500	) .
	Kind. teachers (2 sessions) Grades 1 to 8	400 400	50 50	4	600 600	583
	Prins. gram., m	1,000	100	5	1,500	1,500
	High school teachers, f High school teachers, m	600 700	50 50	4	800	750
	Masters, high school, m	1,000	100	5	1,500	933
228. Winona, Minn	Kind. assts	300	10	10	400	} 461
	Kind. teachers Prim., and grade 5	450 400	15 15	10	525	)
	Grades 1 to 4	400	10	10	500	485
	Grades 6 and 7Grade 8	425 500	15 15	10	575	) 403
229. Perth Amboy, N. J	Grades 1 to 5	420	30	ī	650 450	447
	Grade 6	450	25	2	500	475
	Grade 7	475 600	25 50	.3 2	550 700	500 700
	H. S. teachers, mod. cl., f	800	50	4	1,000	} 850
	H. S. teachers, science, f H. S. teachers, anc. classics,m	650 900	50 50	2	750	}
	H. S. teachers, science, m H. S. teachers, commercial, m.	750 600	50 50	3 4	900	917
232. Sandusky, Ohio	Grades 1, 5, and 6	300	{ 50—4th, 7th, 10th, 13th, 16th yrs. }	15	525	465
	Grades 2 to 4	300	{ 50—4th, 7th } toth, 13th yrs. }	12	475	391
	Grades 7 and 8	300	{ 50—4th, 7th, 10th, 13th, 16th, 19th yrs. }	18	575	a531
a Average for grade	2 7.					
237. Galesburg, Ill	Grade teachers	\$ 360	\$ 45—2d, 3d, 11th yrs. 27½—4th yr.	1	\$ 517½	\$ 468
241. Lorain, Óhio	High school teachers	540 a350	45 25	5 10	765 600	726 466

a Applies to teachers who have had no experience. Two years' experience in country schools shall be considered equal to one in graded school. A diploma from a good literary school or normal school the board of education to judge in all cases, may entitle the bearer to the same credit as two years' experience in graded schools.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—Continued

City		conze cza.					
### High school teachers   720   45   22   810   720	City	Position or Grade	Yearly Schedule	Yearly Increase in Salary	Sched	Yearly Sched- ule	Average Yearly
### 244 Portsmouth, Ohio.  ### Grades 2	242. Shamokin, Pa	Grades 1 to 7				\$ 450	
244. Portsmouth, Ohio Grades 1 and 5.			720 810				886
Grade 3.   335   25	244. Portsmouth, Ohio	Grades 1 and 5		25		450	
Grade 6.		Grade 3	325	25	1	350	336
Grade 7.   535   25		Grade 6		25 25			
High school teachers		Grade 7	525	25	1	550	550
Prin. high school		High school teachers	575	25			
247. Mansfield, Ohio.   Supervisor of German.   700   100   2   900   90		Prin. high school	1,000	100	2	1,200	1,200
247. Mansfield, Ohio. Prim. grade teachers. 270 45 5 405 660 Frins. grades, f. 540 90 2 750 660 Prins. grades, f. 540 90 3 81,200 670 670 670 670 670 670 670 670 670 6		Supervisor of Music				700	
Prins. grades, i. 540 90 3 3 400 660 Prins. grades, i. 540 90 3 3 870 860 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. grades, i. 540 90 3 3 870 650 Prins. gram, solved it seachers, i. 540 90 90 8 1,200 675 Grade 8. 475 50 3 607 675 Grade 8. 475 50 4 665 7 870 Prins. gram, schools. 90 50 2 1,000 7 870 Prins. gram, schools. 90 50 2 1,000 7 870 Prins. gram, schools. 90 50 9 2 1,000 1,000 Prins. gram, schools. 90 50 9 2 1,000 1,000 Prins. gram, schools. 90 50 9 2 1,000 1,000 Prins. gram, schools. 90 50 9 2 1,000 1,000 Supervisor drawing. 900 50 2 1,000 1,000 Supervisor drawing. 900 50 2 1,000 1,000 Supervisor man. tr. 900 50 2 1,000 1,000 Supervisor drawing. 900 50 9 2 1,000 1,000 Supervisor drawing. 900 50 9 2 1,000 1,000 Supervisor drawing. 900 50 9 2 1,000 1,000 Supervisor drawing. 900 50 9 2 1,000 1,000 Supervisor drawing. 900 50 9 2 1,000 1,000 Supervisor drawing. 900 50 9 9 1,000 1,000 Supervisor drawing. 900 90 900 900 Supervisor drawing. 900 900 900 900 900 900 Supervisor drawing. 900 900 900 900 900 900 900 900 900 90	247. Mansfield, Ohio	Prim. grade teachers	270			450	ון ו
Prins, grades, m.   540   90   3   810   810   810   810   811   810		Prins, grades, f			5 2	495 720	)
### 248. Richmond, Ind.(b). Grade 1		Prins. grades, m	540	90	3	810	810
248. Richmond, Ind.(b). Grade 1		High school teachers, f			8		
Grade 8	248. Richmond, Ind.(b)	Grade 1	518	47	3	640	
Grades 2 to 6.		Grade 8		50		665	051
Prins, gram. schools.   900   50   2   1,000   787     High school teachers, f.   500   50   8   900   825     High school teachers, m.   500   50   2   1,500   1,000     Prins. high school.   1,400   50   2   1,500   1,000     Supervisor music.   900   50   2   1,000   1,000     Supervisor mun. tr.   900   50   2   1,000   1,000     Supervisor man. tr.   900   50   2   1,000   1,000     Grade i and 2   300   25   6   450   380     Grade 5   300   25   10   550   586     Grade 6   (a)		Grades 2 to 6	(c)	(d)	4	522호	5222
High school teachers, f.   500   50   8   900   825   1,500   1,000		Prins, gram, schools	900	50	2	1,000	1 )
Prins. high school   1,400   50   2   1,500   1,500   Supervisor music   900   50   2   1,000   1,000		High school teachers, f	500	50	8	900	
Supervisor music.   900   50   2   1,000   1,000		Prins. high school		50			1,500
Supervisor man. tr.   900   50   2   1,000   1,000		Supervisor music		50		1,000	1,000
249. New London, Conn. Kinc. assts. \$ 300 \$ 25 \$ 2 \$ 350 \$ 335 Grades I and 2 \$ 300 25 \$ 8 500 447 Grade 4 \$ 300 25 \$ 12 600 386 Grade 5 \$ 300 25 \$ 12 600 386 Grade 5 \$ 300 25 \$ 12 600 386 Grade 6 \$ 300 25 \$ 12 600 386 Grade 6 \$ 300 25 \$ 12 600 386 Grade 6 \$ 300 25 \$ 12 600 386 Grade 6 \$ 300 25 \$ 12 600 386 Grade 6 \$ 300 25 \$ 12 600 386 Grade 7 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 12 600 386 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 \$ 1 6 50 656 Grade 8 \$ 300 25 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6 1 6		Supervisor man. tr				1,000	1,000
Grade 1 and 2   300   25	b Salary based on li	cense grade, under state law.	c Bas	sed on license grade.	d	Not rep	ported.
Grade 1 and 2   300   25	N	<b>1</b>					_
Grade 3.	249. New London, Conn.	Grades 1 and 2	\$ 300	\$ 25			\$ 335
Grade 5.		Grade 3	300	25	8	500	447
Crack   Cracker of music.   Cracker of music		Grade 4	300	25 25		550 600	
Crack   Cracker of music.   Cracker of music		Grade 6	(a)			(a)	575
Teacher of music.		Grade 8.					
255. Stockton, Calif Grade teachers. 500		Teacher of music	650	25		750	700
255. Stockton, Calif. Grade teachers. 500		reachers of drawing	800	50—2d, 3d yrs.	4	900	900
256. San Diego, Calif Grade teachers. 600  High school teachers. 850  Grade teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 7122  High school teachers. 8122  Supervisor drawing. 8122  Supervisor music. 8122  Supervisor music. 8122  Supervisor music. 8122  Supervisor music. 8122  Grades 1 to 5. 360  High school 100  High school 100  Lipoo 50  Lipoo 50  Lipoo 50  Lipoo 100  Lipoo 50  Lipoo 50  Lipoo 100  Lipoo 50  Lipoo 100  Lipoo 50  Lipoo 647  Lipoo 50  Lipoo 50  Lipoo 50  Lipoo 647  Lipoo 50  Lipoo 50  Lipoo 647  Lipoo 50  Lipoo 50  Lipoo 50  Lipoo 647  Lipoo 50  Lipoo 50  Lipoo 647  Lipoo 50  Lipoo 50  Lipoo 647	are Stockton Calif	Cwa da taa ah awa	500	20-4th, 5th yrs.		0	
256. San Diego, Calif  Grade teachers  High school teachers  712 yrs.  (b)  yrs.  257. Great Falls, Mont  Grade teachers  Trivity Arive 1 foot of 24 foot of 24 foot of 24 foot of 25 f	255. Stockton, Cam	Grade teachers	500	10—7th to 21st	20	850	751
256. San Diego, Calif. Grade teachers. 600 (b) yrs. 14 950 694  High school teachers. 712½ 47½ 1 760 740  Bigh school teachers. 712½ 47½ 1 760 740  High school teachers. 712½ 50 3 950 868  Supervisor drawing. 812½ 50 3 950 950  Supervisor music. 812½ 50 3 950 950  263. Marinette, Wis. Kind. teachers. 360 45 2 450 428  Grades 1 to 5 360 45 2 450 428  Grades 1 to 5 5 360 45 2 450 473  Grades 6 to 8 450 (a) (a) 600 480  Prins. grades. 540 45 2 630 579  Prin. high school. 1,000 50 4 1,200 1,000  Supt. of schools. 1,800 100 2 2,000 1,750  Grade 1. 850 850  Grade 2, 4, 5, and 6 540 45 3 775  Grade 3 644 45 3 775  Grade 1. 850 850  Grade 3 645 3 775  Grade 2, 4, 5, and 6 540 45 3 775  Grade 7 670 45 3 775  Grade 7 670 45 3 775  Grade 7 670 45 3 775  High school teachers, 500 50 4 600 525  High school teachers, 500 50 4 700				( yrs. )			
# High school teachers   850   25	256. San Diego, Calif	Grade teachers	600	{ yrs. }	14	950	694
257. Great Falls, Mont. Grade teachers. 712½ 47½ 1 760 749 High school teachers, f 812½ 50 3 950 950 950 950 950 950 950 950 950 950		High school teachers	850		1	050	000
High school teachers, f.   812\frac{1}{2}   50   3   050   868   80pervisor drawing   812\frac{1}{2}   50   3   050   050   050   Supervisor music   812\frac{1}{2}   50   3   050	257. Great Falls, Mont	Grade teachers	7122	$47\frac{1}{2}$		760	749
263. Marinette, Wis. Kind. teachers. 360 45 2 450 428 Grades to 5. 360 45 2 450 480 Prins. grades. 450 (a) 600 Supt. of schools 1,000 50 4 1,200 1,750 Supt. of schools 1,800 100 2 2,000 1,750 Sa8 Grade 1 850 . 850 Grade 1 850 . 850 Grade 2, 4, 5, and 6 540 45 6 775 Grade 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6		High school teachers, f	812½ 812½	50			868
263. Marinette, Wis. Kind. teachers. 360 45 2 450 428 Grades to 5. 360 45 2 450 480 Prins. grades. 450 (a) 600 Supt. of schools 1,000 50 4 1,200 1,750 Supt. of schools 1,800 100 2 2,000 1,750 Sa8 Grade 1 850 . 850 Grade 1 850 . 850 Grade 2, 4, 5, and 6 540 45 6 775 Grade 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6 7 6		Supervisor music	8122	50	3	950	950
Grades 6 to 8. 450 (a) (a) 600 480 Prins, grades. 540 45 2 630 570 Prin. high school. 1,000 50 4 1,200 1,700 50 50 4 1,200 1,700 50 50 50 50 50 1,700 1,700 50 50 50 50 50 1,700 1,700 50 50 50 50 50 50 50 50 50 50 50 50 5	263. Marinette, Wis	Kind. teachers	360			450	428
Prins, grades. 549 45 2 630 579 Prin. high school 1,000 50 4 1,200 1,000 Supt. of schools 1,800 100 2 2,000 1,750 Supt. of schools 2,850 850 Grade 1 850 850 Grade 2, 4, 5, and 6 540 45 6 775 Grade 3 644 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 Frins, grades. 350 25 6 500 404 Prins grades 500 50 4 600 525 High school teachers, f. 500 50 647		Grades 6 to 8	450	(a)		600	
Supt. of schools		Prins, grades	540	45			579
204. El Paso, Tex. Kind. assts. 450 45 5 675 588 Grade 1 850 850 Grades 2, 4, 5, and 6 540 45 6 775 Grade 3 640 45 3 775 Grade 7 670 45 3 775 Grade 7 670 45 3 775 High school teachers. 350 25 6 500 404 Prins. grades 500 50 50 4 700 647		Supt. of schools	1,800				1,750
Grades 2, 4, 5, and 6. 540 45 6 775 712 Grade 3. 640 45 3 775 Grade 7. 670 45 3 775 6 702 66. Lansing, Mich. Grade teachers. 350 25 6 500 404 600 525 High school teachers, f. 500 50 647	264. El Paso, Tex	Kind. assts	450		5	675	588
Grade 3		Grades 2, 4, 5, and 6	540		6		
Prins. grades		Grade 3	640	45	3	775	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
Prins. grades	266. Lansing, Mich	Crade too shows	1 070		3		404
		Grade teachers	350	25		300	404
		Prins. grades	500	25	4	600	525

a Not reported.

b Rate of increase 6th to 15th years not reported.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

	SCHEDULES	Contina	uea			
City	Position or Grade	Min. Yearly Schedule Salary		Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
	Kind. teachers. Grade 1. Grades 2 to 9. Asst. prin., grade 9.	(a) (a) (a) (a)	\$ 20 20 20 20	(b) (b) (b) (b)	\$ 520 560 520 560	\$ 493 492
273. Lockport, N. Y	Grade 1	300 300	50—2d, 3d,	$d_5$	480	425
276. Plainfield, N. J	Grades 8 to 9. Grade teachers. Prins., grades, f.	500 475 650	6th yrs. }	7 3	#500 #500 650 800	567 817
	High school teachers, f High school teachers, m	650 1,000	50	8	850 1,400	789 1,250
279. New Rochelle, N.Y.	Assts. kind	500	\begin{cases} 100-3d yr. \\ 50-4th, 5th, \\ 6th yrs. \\ 100-3d yr. \\ \end{cases}	5	750	695
	Head kind. teachers	550	{ 100—3d yr.   50—4th, 5th, 6th yrs.   }	5	800	J
	Grades 1 to 3	500	100—3d yr. 50—4th, 5th, 6th yrs. 100—3d yr.	5	750	
	Grades 4 to 6	550	50—4th, 5th, 6th vrs.	5	800	675
	Grades 7 and 8 Prins. grades	700 1,200	300—6th yr.	4 5	900 1,500	1,140
	High school teachers	700	$ \begin{cases} 100-3d \text{ yr.} \\ 50-4th,5th \text{ yrs.} \end{cases} $	4	900	839
283. Parkersburg, W.Va	Grades 1 to 4	340 380 435	47½—3d, 5th yrs. 47½—3d, 5th yrs. 47½—3d, 5th yrs.	4 4 4	435 475 530	391 415 506
	Prins., 2 rooms. Prins., 4 rooms. Prins., 6 rooms.	475 570 625	$47\frac{2}{2}$ 3d, 5th yrs. $47\frac{2}{2}$ 3d, 5th yrs. $47\frac{2}{2}$ 3d, 5th yrs. $47\frac{2}{2}$ 3d, 5th yrs.	4 4	530 665 720	} 663
	Prins., 10 rooms	665 625 1,045	95—3d, 5th yrs. 95—3d, 5th yrs. 95—3d, 5th yrs.	4 4 4	855 815 1,235	737 008
287. Fond du Lac, Wis	Assts. kind	180 375 500	45 25	2	225 425 500	220
288. Ann Arbor, Mich	Grade teachers. Prins., grades.	325 500	25 25 22½—2d to 8th )	(b)	500 €500	446. 575
	Grade teachers	270	yrs. 45—6th yr.	7 6	45C	361
290. Alton, In	Grades 1 and 8 Grades 2 and 7 Grades 3 and 4 Grades 5 and 6	400 350 300 325	33\$ 33\$ 33\$ 33\$	6 6	55° 500 525	481
	High school teachers	600 800 1,000 550	50 50 100 41 <sup>2</sup>	6 5 6	900 1,100 1,500 800	850 1,100 1,500 800
297. Middletown, N. Y	Supervisor of music	550 1,500 400	413 100 25—bi-yearly	6 4 8	800 1,900 500	800 1,900 437
305. Cranston R. I	Gram. teachers. Kind. teachers. Prim. teachers.	450 351 351	25—bi-yearly 39 39	12 3 3	600 468 468	558 400 432
	Gram. teachers Prins., prim. and kind., f Prins., gram., f.	390 390 429	39 39 39	3 3 3	507 507 546	474 507
	Prins., gram., m	702 500 600	78 100 100	5 5 6	1,050 1,000 1,200	1,013 867 1,017
	Prins., high school	1,200	100	3	1,500	1,500

<sup>a Not fixed.
b Not reported.
c Plus \$12- for each session room used in the building.
d Credit given for experience in other graded schools under jurisdiction of a superintendent of schools, except that the maximum (\$480) is not paid to first primary grade teachers until they have taught five years in Lockport.
e Board reserves the right to make the maximum salary of the first\_assistant \$600 per annum.</sup> 

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Ave Ye	ctual erage arly lary
306. Streator, Ill 307. Marietta, Ohio	Grade teachers	\$ 355 300 300 (a) 800	\$ 45 50 .50 (a) 50	5 4 6 (a)	\$ 540 500 600 700 1,000	<b>\$</b>	506 466 650 088
300. Cheyenne, Wyo	High school teachers, f	600 300 601 400 475	50 50 46½(b) 25 25	4 (a) 2 1	700 500 693 <sup>3</sup> / <sub>4</sub> 450 500		700 453 648 450 475
	Grade 8. Grade 9. High school teachers, f. Grades 1 to 4. Gram. teachers. Prim. teachers.	500 600 500 300 350 300	25  25 25 25 40	16 4 4	550 600 900 400 450		500 600 713 368 452 460
323. WODUII, Mass	Frins., prim., f. Prins., gram. f. High school teachers, f.	340 6300 d340 450	35 40 35 50—2d yr. 100—3d, 4th yrs.	5 6 5 6 3	550 6500 6550 700	}	525 578 689
324. Melrose, Mass	Kind. teachers	400 400 400 800 800 (a)	25 25 25 50 (a)	6 8 4 8 (a)	550 550 600 1,000 1,200 1,500	}	406 523 900 1,250

a Not reported.
 b Increase applies only one year regularly.
 c In addition to salary, \$12\frac{1}{2}\$ per annum for each primary room under their charge (not including their

d In addition to salary, \$25 per annum for each grammar room under their charge (not including their own), and \$12\frac{1}{2}\$ for each primary room.

325. Hammond, Ind	Prins., kind	\$ 4272	\$ 234	,	\$ 627	\$ 523
	Grade teachers f	4272	234	9	627	500
	Prins., grades	(a)	234	(a)	b627	623
	High School Teachers—			` `		
	History	570	$23\frac{3}{4}$	(a)	(a)	l i
	English	570	234	(a)	(a)	11
	German	6173	234	4	7123	641
	Latin	665	234	2	7122	
	Mathematics	(a)	$(a)^{-}$	(a)	7122	
328. Freeport, Ill	Grades, 1, 6 and 7	350	25	`6	500	400
3-11-1-1-1	Grade 2	350	25	2	400	383
	Grades 3 to 5	350	25	4	450	401
	Grade 8	350	25	8	550	c750
77 1 D 1 M			∫ 25—2d, 3d yrs. }	_		0/30
330. Hyde Park, Mass	Grades 1 to 3, f	400	50—oth vr.	8	500	429
	la i i i		25-2d, 3d, 9th	_		1
	Grades 4 to 7, f	425	yrs.	8	500	500
	High school teachers, f	600	25	2	650	675
	Prins., high school	1,800	200	1	2,000	2,000
334. Ashland, Wis	Kind., teachers	475	221/2	9	665	1)
*	Grades 1 to 8	475	22½	7	6172	530
	Prins., grades	665	47½	2	760	607
	High school teachers	6172	471	3	760	674
338. Leominster, Mass		(a)	38 38 38	(a)	494	433
	Grades 1 to 6, 2 grs. in room	(a)	38	(a)	513	445
	Grades 7 and 8	(a)	38	(a)	532	451
	Grade 9	450	50	3	600	c680
	Prins., 4-room bldgs., grs. \	(a)	38			
	below 7, 1 gr. in room	(4)	30	(a)	532	1)
	Prins., 4-room bldgs., grs. \	(a)	38			
	below 7, 2 grs. in room	(4)	30	(a)	551	
	Prins., 4-room bldgs., also }	(a)	38			589
	teachers of grades 7 or 8	' '	_	(a)	570	11
	Prins., 8 rooms	(a)	(a)	(a)	608	
	Prin. and teacher, grade 9	(a)	. (a)	(a)	676	IJ
					1	1

<sup>a Not reported.
b For each teacher in their charge, \$38 per year extra.</sup> 

c Grade teacher and principal.

	SCHEDULE	J - Contin	ued			
City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Yearly
338. Leominster, Mass (Concluded.)	High school teachers. High school teachers, m. Sub-masters, high school Prins., high school Teacher, phys. cult. Teacher, singing. Teacher, drawing.	\$ 360 700 900 1,500 (a) (a) (a)	\$ (a) 50 100 100 50 50 50	(a) 5 5 (a) (a) (a) (a)	\$ 700 950 1,400 2,000 400 600 600	\$ 560 1,025 1,600 400 600 500
a Not reported.	`		·			·
345. Ithaca, N. Y	Kind. teachers (a)	a\$ 350	\$ 50—2d yr. 25—3d,4th,5th yrs.	4	b\$475	\$425
	Grades 1 to 6 (a)	350	$ \left\{ \begin{array}{c} 50-2d \text{ yr.} \\ 25-3d, 4th, 5th \\ \text{yrs.} \end{array} \right\} $	4	b475	455
347. Marlboro, Mass	Grades 7 and 8.  High school instructors, f (c).  High school instructors, m.(c).  High school teachers, f (e).  High school teachers, m, (e).  Grades 1 to 8.  Asst. prins., gram.  Prins., gram.  High school teachers.  Supervisor, drawing.  Supervisor, music.  Schedule adopted for school year 1094–1005–	450 400 500 600 700 380 550 800 500 500	25 100 50 75 38 50 100 50 50 50	3 1 4 4 4 1 1 5 2	b525 500 600 b800 b1000 500 600 900 725 600 600	518 (d) 825 1,050 (d) 900 628 600 600
	Kind. teachers	{ a <sub>3</sub> 80 ∫ <sub>427</sub> 1/2	$\left.\right\} 23\frac{3}{4} \text{ or } 47\frac{1}{2}g$	(h)	522 <del>1</del>	
	Grades, 1, 6 and 7	$\left\{egin{array}{c} a_{427rac{1}{2}} \ f_{475} \end{array} ight.$	$\left.\right\} 23\frac{3}{4} \text{ or } 47\frac{1}{2}g$	(h)	570	
	Grades 2 and 3	$\begin{cases} a_380 \\ f_{427\frac{1}{2}} \end{cases}$		(h)	522½	
	Grades 4 and 5	IL /45±≆	234 OF 4728	(h)	546½	1
	Grade 8 Prins., ward bldgs	(i) j475	23 <sup>3</sup> or 47 <sup>1</sup> / <sub>2</sub> g	(h) 2	$617\frac{1}{2}$ $j_{522\frac{1}{2}}$	
	High school teachers	$\begin{cases} a_{570} \\ f_{617\frac{1}{2}} \end{cases}$		(h)	7121	

 $23\frac{3}{4}$   $47\frac{3}{2}$   $23\frac{3}{4}$ 

100

380 760

570 1,700 4 475 902<del>1</del> 760 3

3 2,000

a Inexperienced.
b Any teacher remaining in the employ of the board 10 consecutive years, may, at the option of the board, have \$25 added to the specified salaries.
c Inexperienced college graduates.
d None reported.
f Teachers of at least two years' successful experience.
f In addition to regular salary, one receives \$5 per year, one receives \$23\frac{3}{2}\$ per year, one receives \$28\frac{1}{2}\$ per year, two receives \$47\frac{1}{2}\$ per year, and one receives \$71\frac{1}{2}\$ per year.

350. Menominee, Mich (Concluded.)	Schedule in force prior to school year 1904–1905—Kind. teachers. Grades 1 and 4 to 7. Grades 2 and 3. Grade 8. Prins., ward bldgs. High school teachers, f. High school teachers, m. Prins., high school. Man. tr. teachers, f. Man. tr. teachers, m. Supvrs., music and drawing. Superintendent.	\$ 380 427½ 380 475 475 570 950 380 760 570 1,700	\$ 234 General Advantage of the Control of the Contr	9 2 2 2 3 3 4 4 (a) 9 3 3 8 3	\$ 475 475 475 5222 5222 6411 665 1,000 475 9022 760 2,000	594 610 950 <i>b</i> 465
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a Not reported.

a Inexperienced.

b Teacher of sewing.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES—Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
352. Ansonia, Conn	Grades 1 and 2. Grades 3 and 4. Grades 5 and 6. Grade 7. Grade 8.	\$400 425 450 550 575	\$ 25 25 25 25 40—2d, 4th yrs.	5 5 * 5 1	\$525 550 575 575 600	\$525 550 575 575 600
354. Dover, N. H	Grade teachers (c)	250	20-3 50-5 60-6	5	460	409
	Grade teachers (d)	350	{ 50-2 60-3 }	2	460	]
	Prins., gram. (e) Prins., gram. (f)	800 900	100	1	900 100	900
c Not graduates of	normal school. d Normal	graduates.	e Belknap schoo	l.	f Sawy	er school.
357. Cairo, Ill	Grades, 1 and 8	\$ 450	\$ 221/2	6	\$ 585	\$ 495
,	Grades, 2, 3, 4, and mixed Grade 5	270 315	22½ 22½	6	405	333 383
	Grades 6, 7	360	222 222	6	450 495	303 480
	Grades 6, 7	540	37½	6	765	662
	High school, 1st assts	450 540	37½ 37½	6	675 765	621
	Prin., colored high school Prin., white high school	675.	37½	6	900	900
	Supervisor, music	900 450	50 22½	6	1,200 585	1,200 585
.c. T. 1-21. C.1.	Superintendent	1,400	100	6	2,000	2,000
361. Leadvile, Colo	Grade 1Grades 2 to 7	600 600	30 30	6	760 720	688 677
•	Asst. prins., wards, f	800	20	2	720 840	840
	Prins., wards, f Prins., ward, m	800	20 100	2 3	840 1,300	827 1,130
	High school teachers	850	75	2	1,000	1,000
	Prim. supervisor	800 960	20 40	2	840 1,080	840
362. Westfield, Mass	Grades 1 to 6	390	30 and 20	(a)	480	461
	Grade 7	(a)	(a)	(a)	520	480
364. Marion, Ohio	Grade 8	(a) 315	(a) (a)	(a) 3	560 450	560 413
	Grades 2 to 4	315	(a)	3	405	369
371. Oklahoma, O. T	Grade 8Grade teachers	315 360	$(a)$ $22\frac{1}{2}$	3 6	495 495	495 455
57 G, G (1)	Prins., ward schools	675	45	2	765	690
372. Hannibal, Mo	Superintendent	1,800	300 45—3d to 6th yrs.	5	2,100 495	2,100 440
3/2. 1141111041, 110	Grades 2, 3	270		3	360	327
	Grades 4 to 7	315 360	45—3d, 4th yrs. 45—3d, 4th yrs. 45—3d to 6th yrs.	3 5	405 540	364 449
375. Marshalltown, Ia	Grade teachers	360	221	14	675	462
377. Saratoga Sp., N. Y.	Grades 1 to 6	375	25—2d, 3d. 4th, 11th yrs.	10	475	448
	Grades 7 and 9	500	25—2d, 3d, 11th }	10	575	546
a Not reported.	1	1		<u> </u>		<u> </u>
	<u> </u>	1		1	1	ı ———
380. Attleboro, Mass	Grades 1 to 4	\$ 400	{\$20—2d yr. 40—3d yr. }	2	\$ 460	11
	Grades 5 to 7	400	40	2 2	480 520	\$ 448
	Prins., 4 rooms, f	(a) <sup>440</sup>	(a)	(a)	520	i)
	Prins., 8 rooms, t	700	50	3	850	1 748
	Prins., 12 rooms, m High school teachers, f	900 450	100 50	3 5	1,200 700	613
	High school teachers, m	600	100	(a)	1,000	600
383. Dunkirk, N. Y	Prins., high school	1,450 390		(a) 2	1,750 450	
	Grades 7 and 8	500	• • •		500	500
386. Greenwich, Conn	Grade teachers	550	50	2	650	610

a Not reported.

#### SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

Ci y	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
389. Fort Smith, Ark	Grade 1, f	\$ 405 360 360	\$ 22\frac{1}{2} 22\frac{1}{2} 22\frac{1}{2} ( 50\to 2d vr. )	8 6 8	\$ 585 495 840	\$ 466 421 525
394. Tiffin, Ohio	Grades 1 to 7	360	25-3d, 4th, 5th	4	450	428
	Grade 8 (b)	(a) 500 1,500		(a) 3 3	475 625 1,800	475 625 1,700
395. Phillipsburg, N. J		350 (a)	$\begin{cases} 25-2d & 3d \text{ yrs.} \\ 50-5th, 10th \text{ yrs.} \end{cases}$	9 (a)	500	447 600
	High school teachers, f	600	50—2d, 3d, 5th, }	9	800	725
	High school teachers, m	700	l ro-ad ad rth 1	9	900	825
400. Framingham, Mass.	Prins., high school	900 400 400	25	2 4 2	1,000 500 500	1,000
4-0	Grades 4 to 6	400 500	50 50	3 (a)	550 600	449
Dudland VA	High school teachers, f High school teachers, m Grades 1 to 7	400 800	200	Í	700 1,000 d425	550 800
404. Rutland, Vt 407. Walla Walla, Wash.		350 600 000	50	3 3 2	750	404 626 938
	High school teachers Prin., high school, f	750	50	3 2	900	780
	Superintendent	1,200		6	1,500	1,500

a Not reported. b Experienced teachers, only. c Filled by promotion from lower grades. d Teachers below the high school, who have served ten years consecutively, may be advanced in salary at the discretion of the board.

416. Geneva, N. Y	Kind. teachers		\$ 40 to 50	(b)	\$ 500	\$ 471
	Prim. and inter. teachers	a280	40 to 50	(b)	500	} 480
	Gram. teachers, grs. 8 and 9	500		2	600	,
	Prins., elementary	500		2	600	600
	High school teachers, f	500		2	600	600
	High school teachers, m	500		(b)	800	717
	Prins., girls' high school	700	100	3	1,000	1,000
	Prins., boys' high school	900	100	3	1,200	900
418. Mankato, Minn	Grades 1 to 6	315	45	3	450	
	Grade 7	450	45	3	585	447
	Grade 8	495	45	3	530	J
422. Ottawa, Ill	Grade 1 (c)	575			575	575
	Grades 2 to 6	450		2	550	525
	Grade 7	450		3	575	575
	Grade 8	450		4	625	625
	Supvr. music	650		4	625	625
	Supvr. penmanship and dr	650		2	750	750
	Superintendent	1,500		2	1,700	1,700
423. Portsmouth, N. H.		300		5	550	407
	Grade teachers	300		5	550	470
	High school teachers	500	50	6	800	725
	Grade teachers (white schs.)	390	[[ 003u, 4th yts. ]	3	540	483
435. Meadville, Pa	Grade 1	324	57_	3	d495	` 495
	Grades 2 to 8	324	453	3	d <sub>45</sub> 0	461
	matics	450	30	3	540	} 580
	branches	450	50	3	600	
438. Beaver Falls, Pa	Grades 1, 6 and 7	378		3 6	468	449
750 2 00.0, 2 00.11	Grades 2 to 5	360		6	450	377
	Grade 8	396	45-4th. 7th yrs.	6	e486	f486
	Grade 9	423	45-4th, 7th yrs.	6	g513	558
					1	

a With previous experience in teaching. Experience elsewhere credited. b Not reported. c Only experienced teachers. d Some teachers drawing \$540 by special act of the board. e Two of the three get \$45 per year each additional as principals (non-supervising), f Not including two who receive additional pay as principals. g Get \$45 per year each additional as non-supervising principals,

# SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
441. Fort Scott, Kans 448. Bloomfield, N. J	Grade teachers, f	\$ 280 475 500 600	\$ 20 25 25 50	6 3 8 2	\$ 400 550 700 700	\$ 400 500 538 600
451. Carlisle, Pa	High school teachers, f High school teachers, m Prim. grades	750 750 300	25 50 25	7	1,100 1,100 400	813 850
45K Carnsie, 1 a	Inter. grades, f	350 450	25 25 25	4 4 4 8	450 550	396
Middletown Conn	Gram. grades	450 600	25 50 20	2	650 700	530 650
456. Escanaba, Mich	Grade teachers	380 400 450	50 50—5th yr.	5 6 4	480 675 500	441 584 458
457. Hudson, N. Y	Grades 7 and 8	500 400	50—5th yr.	4	550 475	5 <sup>2</sup> 5 459
463. Waterville, Me	High school teachers	400 500 <i>a</i> 200	25 25 50	4 6 4	500 650 400	540
	Grade teachers	b350 c375 d375	25 25 25	2 1 4	400 400 e475	} 400
465. Olean, N. Y 472. Traverse City, Mich.	Grade teachers	d375 360	25 45	4 2	e475 450	442 442 413
	Prim. teachers, f	360 360 495	45 45 45	1 2 2	405 450 585	386 506
	High school teachers Prins., high school Supervisor music	495 1,100	45 50	2 I	585 1,150	555 1,2 <u>0</u> 0
	Supervisor drawing	450 450 1,500	45 45 50	2 3 2	540 585 1,800	495 585 1,800
473. Port Jervis, N. Y	Grade teachers Prins., gram. schools, m High school teachers, f	350 600 500	25 50 25	6 4 6	500 800 650	466 650 650
a Untrained and in b Inexperienced no		eachers. perienced	teachers. e Maxin	um \$	500 in	7th grade.
477. Corsicana, Tex	Grade teachers, white Grade teachers, colored	\$ 450	\$ 18	5	\$ 540	\$522
481. Iron Mountain Mich.	Grades 1 to 4	360 a <sub>427</sub> a <sub>475</sub>	9 47½ 47½	5 3 3	405 a570 a617 <sup>1</sup> / <sub>2</sub>	402 494 523
483. Oskaloosa, Iowa	Prins., gram. schools, m Hi th school teachers Prim. teachers	617½ 617½ 450	47½ 47½	4	807½ 807½ 450	713 706
	Grades other than primary	360	$\left\{\begin{array}{l} 22\frac{1}{2}-2d, \text{ 3d yrs.} \\ 27-4th \text{ yr.} \end{array}\right\}$	3	432	418
•	Grade teachers	350 6264	$ \begin{cases} 25 \text{ and } 50 \\ 16\frac{1}{2} - 2 \text{ d to } 5 \text{ th } \text{yrs.} \\ 33 - 11 \text{ th } \text{ yr.} \end{cases} $	(b)	550 363	440
	Grades 1 to 4	d <sub>2</sub> 80½	$\begin{cases} 16\frac{1}{2} - 2d, 3d, \\ 4th yrs. \end{cases}$	10	363	
	Grades 5 to 10	e288	\	10	396	313
	Grades 5 to 10	1306	18—2d, 3d, 4th yrs. 36—11th yr.	10	396	
	High school teachers	810 360	100 \( \) 40-2d yr. \	2 5	1,000 500	806
77-7	High school prep. teachers	(b)	\ 25—3d to 6th yrs. ∫ 25	(b)	550	462
	·	·				

a Principals get \$47\frac{1}{2}\$ per year in addition to grade salary.

b Not reported.
c Inexperienced teachers. For every two years' service in graded schools elsewhere \$16\frac{1}{2}\$ per year is added to the salary which would otherwise be received.
d Normal school graduates. For every two years' service in graded schools elsewhere \$16\frac{1}{2}\$ per year is added to the salary which would otherwise be received.
e Inexperienced teachers. For every two years' service in graded schools elsewhere \$18\$ per year is added to the salary which would otherwise be received.
f Normal school graduates. For every two years' service in graded schools elsewhere \$18\$ per year is added to the salary which would otherwise be received.

SALARY SCHEDULES AND ACTUAL AVERAGE YEARLY SALARIES IN CITIES REPORTING SCHEDULES-Continued

	SCITEDULE	Commi	»cu			
City	Position or Grade	Min. Yearly Schedule Salary	Yearly Increase in Salary	Yrs. to Reach Max. Yearly Sched. Sal.	Max. Yearly Sched- ule Salary	Actual Average Yearly Salary
492. N.Tonawanda, N.Y. (Concluded.)	Prins., gram. school, f Prins., gram. school, m High school teachers	\$ 550 600 550 1,200	\$ 50 50	(b) 2 3	\$ 600 700 700	\$ 600 638 680 1,200
493. Duquesne Pa	Prins., high school	360 360	45	3 4 3	1,500 540 495	529 480
496. Alliance Ohio 498. Wilhmantic, Conn	High school teachers	300 600	25 50	3 8 2	500 g700	452 638
500. Cumberland, R. I	Prins., high school	1,700 400 500	100 40 50	3 2 2	2,000 480 600	1,900 454 467
507. Elyria, Ohio	Prim. teachers	300 350 500 500	25 25 50	4 8 6 (b)	400 550 800 (b)	1
b Not reported.	g By special action of the	l,		n.		
508. Selma, Ala. (a)	Grade 1	\$ 480 400 480	(b)	6 6	\$ 560 520 600	\$ 560 520 600
roe Owers Mich	Grade 7	480 600 320	(b) (b) \$ 40	6	640 800	640 800
509. Owosso, Mich	High school teachers, f High school teachers, m	500 700	650 650	(d) (d)	600 800	391 550 683
	Grades 2 and 3 (e)	350 270 495 585	50 45 	3 	400 405 495 585	395
534. Bowling Green, Ky. 535. Emporia, Kans	Grade teachers	400 405 450	25—2d, 9th yrs. 45 45	8	450 450 495	443 450 495
537. Rockland, Me	Grades 1 to 5	325 350 600	25 25 50	2 2 4	375 400 800	} 363 800
539. Chippewa Falls, Wis.	Inter. teachers	1,000 360 360 450	22½ 22½	6 1 f6 f <sub>2</sub>	1,600 382 <sup>1</sup> / <sub>2</sub> 482 <sup>1</sup> / <sub>2</sub> 495	1,500 443
	Gram. teachers, m High school teachers	450 585		14 12	540 675	666
d Not reported.	b Increase bi-yearly, amount r e Inexperienced teach l more rapidly if work merits in	iers are sta	d. c Frequency of	incr	ease not rades.	reported.
543. Warren, Pa	Grades 1 to 6	a, b\$333 b360 b382½	\$ 9	c\$8 c10	bd405 bd450 bd472½	<b>\$</b> 378
545. Danville, Pa	High school preparatory Grade 1 Grades 2 to 4	b405 315 315	9 18 18	610 4 3	\$387 360	1
	Grades 5 and 6	315 350 315	18 18 45	5 11 3	405 540 450	371
547. Cripple Creek, Colo.	Grade 1	720 600	40 40	3	800 720	
	Grades 2 to 6 (1)	640 720 810	40  	 IO	720 720 810	736
	1 11 11	•	1 0 1		. ,	1 (1

normals.

a No person who has had less than one year's experience engaged. Only persons having had three or more years of successful experience shall be engaged in the first and second primary grades.

b Principals of buildings shall receive an additional salary as follows: \$45 per year for a four-room building; \$00 per year for an eight-room building; \$135 per year for a ten-to twelve-room building.

c Allowance made in whole or in part for experience in other schools.

d Teachers who have had five years' successful experience, at least two years of which must be while teaching in the Warren public schools, may by reason of special merit receive \$25 per year in addition to the amount fixed by the board for the grade. Teachers who have had ten years' successful experience, at least three years of which must be while teaching in the Warren public schools, may by reason of special merit receive \$50 per year in addition to the amount fixed by the board for the grade.

e Teachers who have had less than one year's experience in graded schools, not graduates of state normals.

f Teachers who have had at least one year's experience in graded schools, or who are graduates of state normals.

# SALARIES OF TEACHERS IN TYPICAL TOWNS OF UNDER 8,000 POPULATION

As has already been explained inquiries were sent out calling for salary reports from three towns in each state, one of which requires the maximum expenditure for cost of living, one a medium expenditure, and one a minimum expenditure. In response to these requests the committee is able to present statistics of salaries from 74 towns representing 22 states. Of course many towns which have a population of from 6,000 to 8,000, for example, are well represented by the fuller salary reports of the cities and towns just above 8,000, which are shown in the first section of this report and in the general tables at the end of the report. The form of the presentation here is the same as Table I which presents the salaries for the cities and towns with a population of 8,000 or over.

The table giving salaries in the small towns follows. The states are arranged in alphabetical order, the towns by size from largest to smallest.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS
AND KINDERGARTENS

		No. of				1	Нісн Sc	SCHOOLS	Ŋ					ELE	ELEMENTARY		SCHOOLS		_	×	INDE	KINDERGARTENS	TENS	
, in		Teach- ers and	Yearly Salary		Princ	Principals			Teachers	hers			Princ	Principals			Teachers	ters		Directors		T <sub>e</sub>	Teachers	8
	Census	Super- vising			Year	Yearly Salary	Ĺ	-	Year	Yearly Salary	<u>.</u>	-	Year	Yearly Salary		- 2	Yea	Yearly Salary			2	-	arly	Yearly Salary
	_	Officers		o o	Min.	Max.	Av.	0	Min.	Max.	Av.	0.	Min.	Max.	Av.	.oo.	Min.	Max.	Av.	Z Salary			ı. Ma	Min. Max. Av.
Victor, Colo	::	::	(a)	H :	\$1,350	\$1,350	\$1,350	H 4	\$1.080 1.030	\$1,080 I 080	\$1,080 1,080	- N H	\$1,080 \$	\$1,200	\$1,140 1.080	. 2		\$810	\$706		::	::	- : :	::
T	4,986	34	1	H	1 350	1,350	1,350	l,	1,080	1,080	1,080	8	1,080	1,200	1,120	25.5	8	810	706.			:	:	:
Central City, Colo . M	::	::	\$1,700	: "		760		: н	713	713	713	:::	::	::	: :	: 0	650		658	::	::	::	::	::
T	3,114	15	:	н	260	260	260	н	713	713	713	:	:	:	:	6	650	999	658.		-	:	:	:
Ft. Collins, ColoM	::	::	1,800	۲:	1,300	1,300	1,300	на	810 810	810 810	810 810	٥ :	765		765	.: b21	540	630	576			3 \$300		\$675\$460
T	3,053	32	:	н	I 300	1,300	1,300	ю	810	810	810	81	765	292	292	b21	540	630	576.	·	:	3 300	675	5 460
Goldfield, ColoM		::	(a)	::	: :	: :	::	::	: :	:::	::	нн	1,080	1,080 1,080	1,080 1,080				703	::		::	: :	::
T	2,191	6	:	:	i	i	:	:	i	i	i	61	1,080	1,080	1,080	7	9	200	703			:	:	:
Anaconda, ColoM		::	(a)	: :,	: :	: :	::	::	: :	::	::	:н	1,080	1,080	1,080	: 4	640	720	700		::	::	::	: :
T	1,059	יער	:	÷	i	i	i	:	i	i	i	н	1,080	1,080	1,080	4	640	720	8	<u>.</u>	•	:	:	<u>:</u>
Altman, ColoM		::	(a)	::	: :	: :	::	::	: :	::	: :	H :	1,080	1,080	1,080	. 60		720	653			::	::	::
T	629	4	i	:	:	:	:	:	:	:	i	н	1,080	1,080	1,080	m	900	720	653.		· -:	:	:	:
Gillett, ColoM		::	(a)	::	: :	::	::	::	::	::	.::	: H	. 606			: 0		760	720		::	::	: :	::
T	524	8		:	i	÷	i	:	:	:	i	н	80	8	8	9	089	260	720			:	:	:"
Independence, Colo. M	::	::	(a)	::	::	: :	::	::	::	::	::	: H	1,080	1,080	1,080	: 10	640	800	728	::		::	: :	::
T	:	9	:	:	i	i	i	:	i	:	:	H	\$1,080 \$1,080 \$1,080	\$1,080,1	\$1,080	20	\$640	\$800	\$728.	:		:	:	<u> </u>

b Not including two cadet teachers in second year in 3d and 4th grades at \$333. a Under superintendent of District No. 1, Teller County.

NUMBER AND MINIMUM, ALLALLE, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

		No. of				Ĥ	Нісн Ѕсноогѕ	HOOLS	-					ELE	ELEMENTARY SCHOOLS	Y SCH	STOO			Kn	NDER	KINDERGARTENS	ENS	
		Teach- ers and	Yearly Salary		Principals	slac	_		Teachers	ners			Principals	ipals			Teachers	STS	Ö	Directors		Teac	Teachers	
CITA	Census	Super- vising		-	Yearly	Yearly Salary		-	Year	Yearly Salary	· 	-	Year	Yearly Salary	   	2	Year	Yearly Salary	.0	Yearly	ź	_	Yearly Salary	lary
		Officers		No.	Min. M	Max.	Av.	og.	Min.	Мах.	Av.	_	Min.	Max.	Av.	5	Min.	Мах.	Av. Z	Salary	- 1		Min. Max. Av.	Av.
Elkton, ColoM	::	::	(a)	::	::	::	::	-::	::	::	::	: H	\$1.080 \$1,080 \$1,080	1,080	1	: "	\$680	.00	\$720	::	::	::	::	: :
H		4	i	:	<u> </u>		1	:				H	1,080	1,080	1,080		089	800	720	:	:	:	:	:
Cameron, ColoM	::	::	(a)	::	· · ·	::	::	::	::	::	::	: H	. oo	. 600	. 000	; н	720	720	720	::	: :	::	: : }	::
Ţ		8	:	:			:	:	:	:	i	н	000	000	90	н	720	720	720	:	:	:	:	:
Derby, ConnR	::	::	\$2,000	. <del>'</del> ₩	. 8 8 30 ·	850	850	на	\$800 750	\$\$00 750	\$800	; H	725	725	725	 17	525	. 009	551	::	: :	::	: :	::
Ţ	7,930	25	:	H	850	850	850	3	750	800	191	H	725	725	725	11	525	009	551	:	:	:	:	:
Thompson, ConnM	::	::	::	::		::	: :		::	: :	::	::		: :	: :	( <i>b</i> )	360	360	360	::	::	::	::	::
T	6,442	22	1	:	<u>                                     </u>		:	:	:	:	:	:	:	:	:	(b)	324	360	(9)	:	:	<u>:</u>	:	:
Southington, ConnM	::	::	1,150	: H	1,600	1,600	1,600	( <i>b</i> )	500	750	(b)	( <b>p</b> )	370		(9)	( <i>b</i> )	352	618	(b)	.:	: :	::	::	::
T	3,411	35	i	H	1,600	1,600	1,600	(e)	200	750	(g)	(q).	370	819	(9)	( <i>p</i> )	352	819	( <i>b</i> )	:	:	:	:	:
W. Hartford, Conn. M	::	::	I,000	H :	1,400 1	1,400	1,400	: 0	325		463	: "	500	550	517	13:	38:	430	423	::		4 \$380 \$430 \$405	\$430	\$405
T	3,186	27	:	H	1,400 I	I,400 I	1,400	-81	325	900	463	6	200	550	217	15	380	430	423	:		4 380	430	405
Shelton, Conn F	::	::	1,500	::	::		::	но	800	800	800	::	: :	: :	::	. 56	. 64	460	410	::	::	::	: :	: :
Т	2,837	32	i	:		 	:	m	009	800	299	-:	:	:	:	52	400	460	410	:	:	:	:	:
Cartersville, Ga F	::	::	1,000	· : H	450	450	450	; H	405	405	405	нн	315 405	315	315	( <b>p</b> )	180	315	(b)	::	::	::	::	::
H	3,135	13	:	H	\$450	\$450	\$450	H	\$405	\$405	\$405	0	\$315	\$405	\$360	(9)	\$180	\$315	(P)	:	:	:	:	<u>:</u>

a Under superintendent of District No. 1, Teller County. b Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS
AND KINDERGARTENS

	Domini					-	Нісн Ѕсноогя	СНОО	LS					Ele	ELEMENTARY		SCHOOLS			14	ZIND	Kindergartens	RTEN	S
CITY	tion	reach-	Š		Pri	Principals			Teac	Teachers			Princ	Principals		٠	Teachers	ers		Directors	-is	H	Teachers	ers
	of 1000		of Supt.	2		Yearly Salary	ıry	- 67	Yea	Yearly Salary	,	-	Year	Yearly Salary	<u> </u>	-	Year	Yearly Salary			1	-	Yearly Salary	/ Sal
	`		- 1	i 7	Min.	Max.	Av.		Min.	Max.	Av.	0	Min.	Max.	Av.	No.	Min.	Max.	Av.	Z Salary		o o Z	Min. Max. Av.	ax.
Dawson, GaF	bed fr	::	\$1,200	H:	\$1,000	\$1,000 \$ 1,000	1,000	HH	\$1,000	\$1,000	\$1,000	: H	\$477	\$477	\$ 477	. 9	\$428	\$477	\$436	-::	-::	- : :	::	:: 
T	3,926	H	:	н	1,000	1,000	1,000	64	540	1,000	770	-	477	477	477	9	428	477	436		:	:	1:	:
Monmouth, IllR		: :	2,000	H :	1,000	1,000	1,000	<u>(g)</u>	525	630 b675	(a)	: 4	450	720	909	( <b>g</b> ):	360	473	(a)	::	-::	<del>-::</del>	<u>:</u> :	::
T	7,460	45	:	H	1,000	1,000	1,000	(a)	503	b675	(a)	4	450	720	809	(g)	360	473	(g)	<u> </u>	<del> </del>	:	:	1:
Peru, IllR	: :	::	1,500	::	::	::	::	:		::	ii	::	::	::	::	(g):	350	550	(g)	::	::	::	::	::
T	6,863	25	:	:	i	:	:	:	:	:	:	:	1	:	i	E	350	550	(g)		<u> </u>	·   :	:	<del> </del>
Clinton, IllR		::	1,350	: =	720	720	720	: "	540	585	555	::	::	::	::	2 1	360	630 495	630.	- : :	::	::	- : : - : :	<u> </u>
T	4,452	29	:	н	720	720	720	6	540	585	555	:	:	i	i	22	360	630	393			:	:	:   :
Woodstock, IllM		::	1,400	" :	722	722	722	: 0	500	640	570	::	::	::	::	: 11	350	550	436.		::	<del>: :</del>	<u>::</u>	::
T	2,505	15	:	I	722	722	722	8	500	640	570	:	:	  :	<del> </del>	H	350	550	436	-	<u> </u>	:	:	<u>:</u>   :
Alexandria, IndM		::	1,500	# :	855	855	855	: 4	585	585	585	: "	585	585	585	: 8	360	585	478	::	-::	· ·	<u> </u>	::
T	7,221	33		н	855	855	855	4	585	585	585	· m	585	585	585	22	360	585	478	Ļ	<u> </u>	·   :	:	:
Valparaiso, IndM	AH 	: :	1,500	: "	720	720	720	: 20	630	720	999	: 8	720	720	720	: 6	480	495	487	-::	::	1 ♣	\$405 \$405	105 \$405
Ţ	6,280	9	:	н	720	720	720	Ŋ	630	720	999	61	720	720	720	29	480	495	487		<del>-</del>	1	405 4	405 405
Greencastle, IndM		::	1,500	. 1	855	8	855	<u>(g)</u>	<u>(g)</u>	êê	<u>(g</u> (g)	(g):	540	540	540	<u>(g)</u>	370	495	(a)	-::	-::	· ·	<u> </u>	::
T	3,661	23	:	H	\$855	\$855	\$855	(g)	\$450	\$585	(a)	(a)	\$540	\$540	\$540	(g)	\$370	\$495	(g)		:	:	:	:
								1				-					-		-		-	-	-	-

b Salary of assistant principal.

Not monouted

c Including one assistant principal at \$675.

b Superintendent also principal of high school.

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

	,					-	Нісн Ѕсноогѕ	СНОС	LS					ELE	ELEMENTARY		SCHOOLS			X	NDER	Kindergartens	ENS	
Cran	Popula- tion	- Teach-	Salary		Pri	Principals			Teac	Teachers			Princ	Principals			Teachers	ers	٦	Directors		Tea	Teachers	
	Census			ز ا		Yearly Salary	Į,	2	Yea	Yearly Salary	, A	- 5	Yea	Yearly Salary	<b>.</b>	- ,2	Yearly	ly Salary			2	l—	Yearly Salary	alary
					Min.	Max.	Av.	i	Min.	Max.	Av.	-	Min.	Мах.	Av.		Min.	Мах.	Av. Z	Salary			Min. Max. Av.	Av.
S. McAlester, I. TM	- F.W	::	\$1,200	: "	\$480	\$480	\$480	: H	\$480	\$480	\$480	-::	::		::	(a)	\$320	\$480	<u>(a)</u>	::	::	::	::	::
-	T 3,479	% I 8	:	-	480	480	480	H	480	480	480		ŀ	:	:	(a)	320	480	(a)	:	:	:	:	:
Chickasha, I. TM		::	800	H :	450	450	450	6 н	300	30 30	300	: 0	\$300	\$300	\$300	1 5 4 4	240	300	240		::	: :	::	::
	T 3,209	99 32	:		450	450	450	8	300	300	300	8	300	300	300	25	240	300	250		:	:	:	:
Vinita, I. T	F	::	810	0 -	::	::	::	::	::	::	::	н:	450	450	450	:9	405	450	420 ::	::	::	: :	<u>::</u>	::
:	T 2,339	8 .	:	:		:	:	:	:	   :	:	-	450	450	450	9	465	450	420	i		<u> </u>	:	:
Iowa City, IaM	₩.	::	1,500	•	1,000	1,000	I,000	4 4	628	628	628	н 4	760	760	760	30 H	380	523	523		::	::	::	:::
	T 7,987	37 49	:	<u> </u>	1,000	1,000	1,000	∞	628	628	628	ı,	523	260	8099	31	380	523	443	:	:	<u> </u>		:
Webster City, IaM	F	: :	1,800	: H	000	. %	. 000	(g):	540	0006	(a)		450	475	458	(a)	360	495	(a)	: :	·	\$225	\$360	2 \$225 \$360 \$293
	T 4,613	13 30	:	-	000	000	8	(a)	540	900	(a)	es	450	475	458	(a)	360	495	(a)	:		2 225	360	293
Logan, Ia	F	::	1,125	. H		585	585	::	::	::	::	::	::	::	::	:∞	405	450	410 ::		::	: :	. ::	::
	T 1,377	11 11		H	585	585	585	:	i	:	:	:	:	i	:	∞	405	450	410	:	:	:	:	:
Ottawa, KansM	₩ 	::	1,250	- : - o :	089 :	989	680	(a):	382	467	(a)	(a)	490	510	$\widehat{g}\widehat{g}$	(a)	340	424	(a)	: :	: :	::	::	::
	T 6,934	34 37	:		089	089	989	(a)	382	467	(a)	(g)	400	510	(a)	(a)	340	424	(a)	i	:	:	:	:
Newton, Kans F	F	::	b1,500	( <i>q</i> ) o	::		: :		450	675	596	٥ :	540	585	563	(a)	360	495	(a) (c)	: :	::	::	::	::
	T 6,208	30	:	-		:	:	63	\$450	\$675	\$596	61	\$540	\$585	\$563	(a)	\$360	\$495	(a)	:	:	<u> </u>	:	:
	-	-		-				1	-	-		1		-			-		-				-1	

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS
AND KINDERGARTENS

		No. of		_			Нісн 8	SCHOOLS	STC					ELE	ELEMENTARY	ry Sch	SCHOOLS				King	KINDERGARTENS	RTEN	l s	11 - 1
į	Popula- tion	Teach- ers and	Yearly Salary		Pri	Principals		_	Tea	Teachers			Prin	Principals			Teachers	ers		Directors	tors	Т	Teachers	STS	
	Census	Super- vising		;	Ye	Yearly Salary	ary	2		Yearly Salary	7	2	Yea	Yearly Salary	,		Year	Yearly Salary		, Y	Yearly	2	/early	Yearly Salary	
		Officers		ó Z	Min.	Max.	Av.	NO.	Min.	Max.	Av.	105	Min.	Мах.	Av.		Min.	Max.	Av.			_	lin. M	Min. Max. Av.	ا ن ا
Garden City, KansM		::	- ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷ ÷	: H	\$440	\$440	\$440	: #	\$360	\$360	\$360	::	::	::	::	:∞	\$300	\$320	\$305	-::	::	-::	-::	::	::1
T	1,590	H	:	H	440	440	440	-	360	360	360	Ī	:	:	:	8	300	320	305.	÷	:	:	-	:	:
Mansfield, LaM	::		::	::	::	::	::	: :	::	::	::	۳:	\$675	\$675	\$67.5	: 4	315	450	360:	::		::	::	::	::1
T	847	S	:	:	:	:	:	:	:	:	:	н	675	675	675	4	315	450	360.	<u>.</u>	:	:	:	:	:
Logansport, LaM	::	::	::	_: :	::	::	::	: :	:::	::	::	H :	675	675	675	: 4	315	450	360	_:::	: :	::	::	::	::1
T	889	5	:	:	:	:,	:	:	:	:	:	F	675	675	675	4	315	450	360.	<u>.</u>	:	:	:	:	:
Grand Cane, LaM	::	::	::	::	: :		: :	::	::	::	::	н:	675	675	675	: 4	315	450	360:		: 2	::	::	::	::1
T	385	S	:	:	:	:	:	:	:	:	:	-	675	675	675	4	315	450	360.			:	:	:	:
Pelican, La F	::	::	::	::	: :	::	: :	: :	::	: :	::	۳:	675	675	675	: 4	315	450	360:	- :	::	::	::	::	::1
Ţ		2	:	:	:	i	1	:	:	:	:	H	675	675	675	4	315	450	360.	·.	:	-:	:	:	:
Longstreet, La $\dots$ M	::	::	::	::	::		: :	::	::	::	::	۳:	540	540	540	: 8	315	360	338.	::		::	::	::	::1
T		8	]	:	:	:	:	:	:	:	÷	7	540	540	540	0	315	360	338.	<u>.</u>	:	:		:	:
Benson, LaF	::	::	::	::		::	: :	::	: :	: :	::	H :	540	540	540	: H	360	360	360:			::	::	::	::1
T		2	:	:	:	i	:	:	:	:	:	Ħ	540	540	540	н	360	360	360	· 	<u>:</u>	:	:	:	:
Brunswick, MeM	::	::	9 :	۳:	1,400	1,400	1,400	: 4	500	50:	300	.9	360	720	435	(a):	288	720	<u>(g)</u>			::	::	::	::1
Ē.	5.210	38	:	7	\$1,400	\$1,400 \$ 1,400	\$1,400	4	\$500	\$500	\$500	9	\$360	\$720	\$435	(g)	\$288	\$720	(a)		$\equiv$				: 1

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

Houlton, Me.   Houlton, Messan, Mess			No. of			:		Нісн Ѕсноогѕ	СНОС	ILS					ELE	ELEMENTARY		SCHOOLS			Kn	NDEF	KINDERGARTENS	ENS	
Channe   Signor   Channe   Silvar   Sulary   No.   Channe   Silvar   Sulary   No.   Channe   Silvar   Sulary   No.   Channe   Silvar   Sulary   No.   Channe   Silvar   No.	Popula- tion	Teach- ers and			Pri	ncipals			Tea	chers			Princ	ipals	-		Teach	ers	I A	Directors		Tea	Teachers		
Min.   Max.   Av.   Av.   Min.   Max.   Av.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.		Census	Super-				arly Sala	ary	,	Yea	rly Salar		-	Year	ly Salar		_ نِد	Year	ly Salar			2	<b> </b>	rly S	Yearly Salary
4,686         26         3,300         1,		206	Officers		<u>.</u>		Max.	Av.	j O	Min.	Max.	ı			Max.	Av.	j S	Min.	Max.	Av. N	Salary			Max	Min. Max. Av.
4,686         26          1,200         1,200         1,200         1,30	Houlton, MeR			\$300	- : ·	\$1,200	\$1,200	\$1,200	•		\$550	\$450	::	::	::	::	21	\$264	\$330	\$294		::		::	::
4 266         22         1,300         1,	I	4,68				н		_	7		550	450	:	i	i	:,	21	264	330	294	:	:	:	:	:
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Skowhegan, MeM			1,200	•				•		500	441	: 4		\$ 468	ં છ>	: 01	306	432	332	::	::	::	: :	::
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ī							-	.00		500	441	4	340	468	389	10	306	432	332	:	:	:	:	:
6,578         64          1,220         2,200         2,200         1,500         1,500         1,500         1,500         1,70	Milton, MassR			2,400	•				(a)			$\widehat{e}\widehat{e}$	(a)	1,500	1,500	1,500 (a)	(g):		700	(a)	::	(a)	\$300\$600	.9€	: (G):
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	Ī			:	<u> </u>	2,200			(a)	650	1,500	(a)	(a)	700	1,500	(a)	(a)	400	700	(a)	:	(a)	300	009	(g)
6,197         32          1,1500         1,700         1,	Stoneham, MassM			1,000	- : ·	1,700				•	700	625	: 4	450	450	450	. 0	42.5	500	450	::	::	: :	: :	::
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	T				<u> </u>	1,700			4	009	700	625	4	450	450	450	20	425	200	450	:	Ŀ	:	:	:
5,520         32          1         1,400 </td <td>Orange, MassM</td> <td></td> <td></td> <td>1,600</td> <td>H :</td> <td>1,400</td> <td>Ι.</td> <td></td> <td>(g):</td> <td></td> <td>700</td> <td>(a)</td> <td>(g).</td> <td>396</td> <td>009</td> <td>. (a)</td> <td>(a)</td> <td>288</td> <td>0009</td> <td>(a)</td> <td>. : :</td> <td>::</td> <td>: :</td> <td>: :  </td> <td>: :</td>	Orange, MassM			1,600	H :	1,400	Ι.		(g):		700	(a)	(g).	396	009	. (a)	(a)	288	0009	(a)	. : :	::	: :	: :	: :
5,359 33 1,800 1,000 1,000 1,000 600 600 1 495 495 27 495 495 5,359 5,330 1,800 1,000 1,000 1,000 600 600 1 495 495 495 27 495 495 495 495 495 495 495 495 495 495	H			:	<u> </u>	}			(a)	400	700	(a)	(a)	396	009	(a)	(a)	288	009	(a)	:	·	:	:	:
5,350         33          1,600         1,000         4         600         630         608         1         495 </td <td>Crookston, MinnM</td> <td></td> <td></td> <td>(a)</td> <td># :</td> <td>1,000</td> <td></td> <td></td> <td>н 6</td> <td></td> <td>630</td> <td>630</td> <td>: =</td> <td>495</td> <td>495</td> <td>495</td> <td>27</td> <td>405</td> <td>495</td> <td>(a)</td> <td>::</td> <td>::</td> <td>: :</td> <td>: :  </td> <td>: :</td>	Crookston, MinnM			(a)	# :	1,000			н 6		630	630	: =	495	495	495	27	405	495	(a)	::	::	: :	: :	: :
4.500       30       1.800       1.765       765       765       675       675       615       1.000	T			:			L		4		630	809	н	495	495	495	27	405	495	(a)	:	•	:	:	<u> </u>
4,500         30          1         765         765         4         585         675         630           24         405         585         675         630           24         405         585         650         650	Albert Lea, MinnM			1,800					н 6		675 675	675 615	::	::	: :	::	24:	49.5	585	512	: :	::	: :	: :	::
1,250 I 700 700 7 00 000 000 000 000 000 000	L			:					4		675	630	:	i	:	:	24	495	585	512		:	:	:	:
7,982 19 1 \$700 \$700 \$700 1 \$600 \$600 \$ 15 \$500 \$600	St. Charles, Mo F	)		1,250	•		•	•		•		000	::	::	::	::	13	500	500	550	: :	::	: :	: :	: :
	T			:					I	009 <b>\$</b>	\$600	009\$	:	÷	i	:	15	\$500	\$600	\$507	<u>:</u>	:		:	: —

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

		No. of	-			Нісн Schools	Sсно	ST					ELE	ELEMENTARY		SCHOOLS			Kn	NDER	KINDERGARTENS	ENS	
) June			Yearly Salary		Principals	s		Tea	Teachers			Principals	pals			Teachers	IS	Ä	Directors		Teac	Teachers	
	Census of 1000	Super-	of Supt.	- 5	Yearly Salary	alary	ž	Yea	Yearly Salary			Year	Yearly Salary		2	Yearl	Yearly Salary	0.	Yearly	ź		Yearly Salary	lary
					Min.   Max.	. Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min. 1	Max.	Av. Z				Min. Max.	Av.
Independence, MoM	::	::	\$ 1,600	1\$1	\$1,200 \$1,200	00 \$1,200		\$495	\$540	\$507	n :	\$ 495	\$ 675	\$ 585	26	\$405	\$450	\$429	::	:"		\$450 \$450 \$450	\$450
T	6,974	41	:	H	1,200 1,200	00 1,200	7	495	540	507	61	495	675	585	56	405	450	429	:		1 450	450	450
Kearney, NebR	::	::	1,500	н:	066 066	066 06	(a):	495	540	(a)	: 4	450	630	495	(a)	360	630	(a)	: :	::	::	::	::
T	5,634	30	:	н	066 066	066 06	(a)	495	540	(a)	4	450	630	495	(a)	360	630	(a)	:	:	:	:	:
York, NebR	::	::	1,300	н:	675 675	675	2 2	450 540	450 540	450 540	нн	450 450	450 450	450 450		315	450	391		: "	360	360	360
T	5,132	24	:	н	675 675	75 675	. "	450	540	510	6	450	450	450	91	315	450	391	:	-	360	360	360
Norfolk, NebR	::	::	1,500	# :	(a) (a)	(a)	(a)	540 495	630	(a) (a)	::	::	::	::	(a)	315	495	(a):::		::	::	::	::
T	3,883	92	:	) I	(a) (a)	(a)	(a)	495	630	(a)	:	:	:	:	(a)	315	495	(a)		:	÷	:	:
Blair, NebF	: :	: :	1,350	H :	765 76	765 765	2 1	585 450	585 450	585 450	: 4	383		394	13	360	405	377	:::	::	::	::	::
T	2,970	22	:	ı	765 76	765 765	3	450	585	495	4	383	405	394	12	360	405	377	::	:	:	:	:
Rahway, N. JR		::	2,000	H :	1,000 1,000	000,I 000	: "	009	625	608	£ :	1,050	1,200	1 133	23	400	0009	472	: :	: 4	. 6	450	425
Ţ	7,935	40	:	I	000,1	000'1 00	3	009	625	809		1,050	1,200	1,133	23	400	009	472	i	:	:	:	:
Weehawken, N. JM		::	(a)	::		: :	: :	::	::	::	2 н	1,300	1,300	1,300	13	500	720	: : :		: 10	: 64	720	507
T	5,325	34	:	· :	: 	:	:	:	:	:	ω.	1,200	1,300	1,267	13	200	720	069	:	rs.	400	720	507
Haddonfield, N.JM	: :	: :	b1,200	::			. 10	550	009	570	::	: :	::	: :	: 6	425	500:	456		::	::	::	::
T	2,776	15	i	:			·-	\$550	\$600	\$570		:	:	:	6	\$425	\$500	\$456	:	:	:	:	

b Supervising principal.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

											-								-	:				
		No. of				H	Нісн Ѕсноогѕ	НООН	S					KLE	ELEMENTARY	Y SCH	SCHOOLS			X	NDE	KINDERGARTENS	ENS	
, min	Popula- tion	Teach- ers and	Yearly Salary		Prine	Principals			Teachers	hers			Principals	ipals			Teachers	ers	ā	Directors		Tea	Teachers	
	Census			-	Year	Yearly Salary			Year	Yearly Salary			Year	Yearly Salary	у		Year	Yearly Salary	•0	Yearly	ź		rly S	Yearly Salary
	3			 0 2	Min.	Max.	Av.	-	Min.	Max.	Av.	-	Min.	Max.	Av.		Min.	Max.	Av. Z	Salary			Max.	Min. Max. Av.
White Plains, N.Y M		::	(a)	<u>(g)</u>	(a) (a)	(a) (a)	(a)(a)	(g)	\$900\$1	300, 1	<u>(g)</u>	<u>©</u>	(a) (a)	(a)	(a)	(a):	\$500	\$700		: :	<u>(g)</u>		\$500\$500	(a):
T	7,899	43	:	(g)	(a)	(a)	(g)	(g)	700	1,200	(g)	(a)	(g)	(a)	(a)	(a)	500	200	:		(a)	700	700	(a)
Grand Forks, N.DM	::	::	2,200	н:	1,000	1,000	1,000	0 0	713	808	713	н 8	855	855	855	(a):	428		(a)		: :	::	: :	::
T	7,652	45	:	н	1,000	1,000	I,000	4	713	808	736	3	819	855	728	(a)	428	999	(a)	•	•	<u>:</u>	:	:
Jamestown, N.DM	::	::	1,600	: H	810	8	810	: 0	585	675	630	::	: :.	::	::	13	450	67.5	(a)		• •	: :	::	::
T	2,853	17	:	T	810	810	810	7	585	675	630	:	:	:	:	13	450	675	(a)	:	:	<u>:</u>	:	:
Albany, Ore	::	::	1,200	н:	648	648	648	: "	463	463	463	۳:	648	648	648	 I S	416	416	416		::	::	::	::
T	3,149	50	:	H	648	648	648	8	463	463	463	н	648	648	648	15	416	416	416	:	:	:	:	:
LaGrange, OreM	::	::	1,200	::	: :	::	: :	н	540 585	540 585	540 585	::	::	::	::	12	360	450 450	450 408	: :	::	: :	: :	::
Ţ	2,991	50		:	1	:	:	8	540	585	563	:	:	:	:	91	360	450	411		:	:	:	:
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T	\$6,175	27	:	H	\$900	\$900	\$300	7	\$495	\$675	\$585	H	\$540	\$540	\$540	22	\$360	\$360	\$360	:	:	:	:	:

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

		7		_			HIGH SCHOOLS	—————————————————————————————————————	OLS					ELE	MENTA	Elementary Schools	OOLS		-	1 2	INDE	KINDERGARTENS	ENS	
	Popula- tion		Yearly Salary		Pri	Principals			Tea	Teachers			Princ	Principals			Teachers	ers	IA.	Directors	- 02	Tea	Teachers	
CITA	Census	Super- vising				Yearly Salary	ary	:		Yearly Salary	5		Year	Yearly Salary	Į,	2	Year	Yearly Salary	y .o	Yearly	ž		arly S	Yearly Salary
				ģ_	Min.	Max.	Av.	Š.	Min.	Max.	Av.	- NO.	Min.	Max.	Av.	-	Min.	Max.	Av.		- 1		Min. Max. Av.	Av.
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Aberdeen. S. D $M$	::	::	1,500	H :	90 :	8 :	96 :	0 0	540	540 675	540 608	: н	540	540	540	203	450 450	540	495			: :	::	::
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H	7,493	37	:	:	<u> </u>	:	i	<u> </u>	i	:	÷	:	:	÷	:	636	(a)	(a)	458	:	•	:	<u>:</u>	:
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T	4,215	18		:	:	:	:	:	:	:	÷		:	:	:	C17	(a)	(a)	\$493	:		:	<u>:</u>	<u>:</u>

b Superintendent also principal of high school. c Including all teachers; no principals specified.

a Not reported.

NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

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SI	ers	, Sala	ax. A	-:	:	:	:	:	:
ARTEN	Teachers	Yearly Salary	Min. Max. Av.	-:	:	:	-:	:	:
KINDERGARTENS	I	- 5		-:	:	:	:	:	:
KINI	Directors		Z Salary	:	:	:	:	:	:
	ä		N	. :	:	287	:	Ξ	:
		ıry	Av.	\$370	228	28	(g)	a	(a)
	Teachers	Yearly Salary	Max.	(a)	(a)	(a)		040	\$320 \$640 (a)
ELEMENTARY SCHOOLS	Teac	Ye	Min.	(a)	(a)	(a)	360	320	\$320
ARY SC		Ž.		. 22	7	b12	(a)	(a)	( <i>a</i> )
EMENT,		ıry	Av.	:	:	:	:	:	i
Er	Principals	Yearly Salary	Max.	:	:	:	:	:	:
	Prin	Ye	Min.	:	:	:	:	:	:
		ź	-	:	:		:	:	:
		ary	Av.	:	:	i	:	:	:
	Teachers	Yearly Salary	Max.	:	:	:	:	:	:
STO	Teg	Ye	Min.	:	:	:	:	:	:
Нісн Scнools	_	Ž	<u>.</u>	:	:	:	:	:	·
HIGH S		ıry	Av.	:	:	:	:	:	:
	Principals	Yearly Salary	Max.	:	:	:	:	:	:
	Prir	Ye	Min.	:	:	:	:	:	i
		Ş	9	:	:	:	:	:	
	Y early Salary	ot Supt.		\$1,380	:	:	1,100	:	:
No. of		Super-	Officers	:	:	13	:	:	35
	Fopula-			i	:	1,653	:	:	6,185
	Cirro			Henderson, TexM	Ξi.	T	Provo City, UtahM	Ψ.	Ħ

b Including all teachers; no principals specified.

a Not reported.

# SALARIES OF TEACHERS IN UNGRADED RURAL SCHOOLS

In order to secure information in regard to the salaries paid teachers in typical ungraded rural schools, schedules of inquiry were sent to the state superintendents of schools, and each superintendent was asked to secure for the committee data from twenty-four ungraded rural schools in his jurisdiction, eight to represent the lowest, eight the medium, and eight the highest yearly salaries paid to teachers of rural schools

In connection with these reports, attention should be called to the fact that all salaries (with a very few exceptions) are given by the year, the number of weeks of school being stated, however, in each case.

This form of statement is believed to be entirely fair. It makes a comparison, to be sure, of the yearly salaries of teachers regardless of the weeks of work the teacher may do, although it is not to be supposed that the teacher can expect the same yearly compensation regardless of whether the school year is 20 weeks or 40 weeks. But the teacher, it must not be forgotten, teaches to secure a living for twelve months. If the sum paid for the work of teaching is not sufficient for a year's support, and especially if the vacation is long, the teacher must seek other means of gaining a livelihood. Such employment is sure to be at the expense of the school work. It inevitably divides the interest of the teacher in the work of the school, or the teacher is called away from the work entirely, and a new teacher with each new year or oftener is the result.

The school authorities can unquestionably hire teachers for country schools for \$25 to \$30 a month, or even less, and pay by the month for only the lowest number of months desired, but such a policy is a sacrifice, not of the interests of the teachers primarily, but of that of the pupils. Experience in a teacher adds as greatly to the value of the services rendered as in any skilled occupation, for in spite of some salary statistics here shown which might be looked upon as evidence to the contrary, teaching must be regarded as a skilled occupation. If the teacher with his experience is to be retained in the profession he must receive a sufficient remuneration for the necessary expenses of living, not for six or seven months, but for the entire year.

In response to these inquiries of the committee data from original sources relating to salaries in ungraded rural schools were received from 23 states, as follows:

NEW ENGLAND.—Maine, Massachusetts, Connecticut.

SOUTHERN NORTH ATLANTIC.—New York, New Jersey, Pennsylvania.

SOUTH ATLANTIC.—Georgia.

SOUTH CENTRAL.—Texas.

NORTH CENTRAL.—Indiana, Illinois, Michigan, Minnesota, Iowa, Missouri, North Dakota, South Dakota, Nebraska, Kansas.

WESTERN.—Colorado, Utah, Washington, Oregon, California.

In addition to this, other material bearing more or less directly upon the subject of salaries in ungraded rural schools was received from the states already named and from a number of others. Most of this material was in the form of reports of state superintendents. Such data have made it possible to present also some form of statement for the following-named states:

Vermont, Maryland, Virginia, South Carolina, Ohio, Wisconsin, Indian Territory.

All of these data, relating to salaries in ungraded rural schools, including those taken from reports as well as those from original inquiry, are presented in the geographical order of states in the following pages.

#### MAINE

Reports in regard to salaries of teachers in ungraded rural schools in Maine were received from 16 towns. A majority of the reports represent more than one teacher, as is indicated by the table. This, of course, adds value to the figures, although the inquiry only called for salaries in individual schools.

The lowest yearly salary reported for any school was \$118, paid a woman teacher for a school year of 18 weeks in the town of Orneville. In the town of Peru, however, a lower weekly rate was paid, the salary of \$138 for a year of 28 weeks being at the rate of \$4.93 a week.

The highest yearly salary reported for a woman teacher in any school was \$268 for a year of 30 weeks in Southport.

Apparently very few men teachers are employed. In Pittston a salary of \$144 was reported for men teachers for a year of 24 weeks and in Southport \$310 for 30 weeks. In Camden \$638 was reported for 34 weeks, but it may be that a graded town school was inadvertently reported in this case instead of an ungraded rural school.

The salaries which are regarded as "medium" in various parts of the state range from \$175 to \$210 a year for about 30 weeks of school, or from \$24 to \$28 a month.

The data in regard to salaries in ungraded rural schools in Maine are presented in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MAINE

	Pop-	Weeks	Women 7	CEACHERS	Men T	EACHERS
Town	ula- tion	of School	Num- ber	Yearly salary	Num- ber	Yearly salary
Orneville	325	18		\$118		a \$ 27
Sweden	282	27	3	138		
Pru		28	7	138		1
Pittston (b)	1,177	24		144		144
Morrill	420	2 I	4	147		
well	300	23	3	150		1
Inot	808	29	7	172		
imerick	874	30		175		1
Iodgdon	1,130	28	10	185		
Grand Isle(c)	1,104	36		198		225
Arrowsic	180	30	2	205		
sland Falls	1063	30	2	210		
Boothbay		30	j• •	214		290
Ailford	838	32	I	256	• •	
Camden		34		260	• •	638
Southport	527	30		268		310

a Per month for one term.

b Salary given is average of 12 schools; number of teachers of each sex not reported.

c Salaries given are averages for 8 schools; number of teachers of each sex not reported.

#### VERMONT

The only facts available in regard to salaries of teachers in Vermont schools are found in the biennial report of the state superintendent of education. The following facts are gleaned from the advance sheets of the latest report, copies of which were kindly furnished by the superintendent. The statistics in all cases appear to be for all schools, city as well as rural.

AVERAGE WEEKLY WAGES OF TEACHERS, 1901 TO 1904

	1901	1902	1903	1904
Average wages per week, including board, male teachers		\$9.45	\$11.79	\$11.84
Average wages per week, including board, female teachers		6.79	7.42	7.5

The total number of male teachers employed was 329 in 1903 and 324 in 1904. The total number of female teachers employed was 2,727 in 1903 and 2,985 in 1904.

The report shows a total of 2,550 schools in 1904. Of this number 111 had 6 pupils or less during the last term of the school year 1904, and 885 had 6 and not more than 15 pupils.

In regard to tenure the report shows that 1,040, or not quite one-third of the total number of teachers, had been retained more than one year in the same school in 1904, that 645 had been retained three terms in the same school, 923 were retained 2 terms only in the same school, and that 1,513 were retained 1 term only.

#### MASSACHUSETTS

Reports in regard to salaries of teachers in typical ungraded rural schools in Massachusetts were received from 21 towns. Most of the reports represent only one teacher. Salaries for male teachers were reported from only two towns.

The lowest yearly salary reported was \$206 for a woman teacher for 32 weeks of school in the town of Heath.

The highest yearly salary reported was for Mt. Washington, where \$400 was paid both men and women for a year of 40 weeks.

Salaries reported as medium in various parts of the state range from \$272 to \$288, the length of the school year varying from 32 to 36 weeks. By the month the medium salary would be from \$32 to \$34.

The following table shows the typical salaries in the 21 towns reporting:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MASSACHUSETTS

	Weeks	YEARL	SALARY		Weeks	YEARLY	SALARY
Town	of School	Men	Women	Town	of School	Men	Women
Heath Monterey Peru. New Mariboro. Rehoboth Chesterfield. Ashfield Ottis. Windsor Savoy. Washington		\$248 	\$206 224 224 230 236 248 4255 256 256 272 272	Berkeley. Tolland. Enfield. Granville. Wales. Sheffield. East Longmeadow. Monroe. Holland. Mt. Washington.	35 35 36 36 36  36 36 36 40		\$280 280 b288 288 288 300 c320 352 360 400

a Average for 2 teachers. b Average for 7 teachers. c Average for 4 teachers: also 5 teachers of village schools, \$380.

#### CONNECTICUT

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Connecticut were received from 24 towns, the full number called for. The employment of men is indicated by the reports in only 4 towns.

The lowest yearly salary reported was \$180 for a woman teacher for 36 weeks of school in the town of Union, or at the rate of \$20 a month. That this extremely low salary is to some extent representative is indicated by the report of the state board of education for 1903, where it is stated that "the wages of 79 teachers (8 men and 71 women) were \$20 or less per month, and of 199 teachers (12 men and 187 women) from \$20 to \$25 per month."

The highest yearly salary reported was for the town of Scotland, \$972 for 36 weeks. The next highest for women teachers was \$450 for 40 weeks in Greenwich.

Medium salaries ranged from \$285 to \$333 for a year varying from 36 to 40 weeks, a monthly rate of from \$30 to \$33.

The table following gives the salaries in the typical schools in the 24 towns reporting:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN CONNECTICUT

_	Weeks	YEARLY	SALARY		Weeks	YEARL	SALARY
Town	of School	Men	Women	Town	of School	Men	Women
Union Hartland. Bethlehem Ashford East Granby. Salisbury. New Miliord Plainfield Plymouth Somers. Griswold East Hartford	36 36 36 36 36 38 37 38 36 36 36 36 38	a\$352	\$180 234 252 252 252 266 <i>b</i> 267 285 288 288 288	Ridgefield Prospect Suffield Pomfret Branford Killingty Bristol Burlington Torrington Green vich Beacon Falls Scotland	40 40 40 36 38 38 40 40 40 40 39 36	\$320  360   468	\$327 320 333  380 380 400 400 400 450  972

a Average for 2 teachers.

b Average for 12 teachers.

The report of the board of education of Connecticut for 1903 gives the average monthly salaries of the 4,316 teachers (in city and country) in the state as \$99.29 for men teachers and \$44.51 for women. The men constituted but 8.1 per cent. of the whole number. The board adds that the above monthly salaries "do not represent the actual conditions, because a few large salaries increase the average." Certain figures are given which are indicative of salaries in country schools. Of the total number, 1,906, or 44 per cent., received a yearly salary of not more than \$350. This number included 450 who received not more than \$250, 435 who received more than \$250 but not more than \$300, and 1,021 who received more than \$300 but not more than \$350. The wages of 79 teachers (8 men and 71 women) were \$20 or less per month, and of 199 teachers (12 men and 187 women) from \$20 to \$25 per month.

In comparison with former years the above report of the board of education of Connecticut showed that the average monthly salary of women teachers in the state had increased from \$39.31 in 1890 to \$44.51 in 1903 or 13 per cent. Nearly all of this increase was between 1893 and 1901. The average monthly salary of men teachers increased from \$74.47 in 1890 to \$99.29 in 1903 or 33 per cent. The gain was fairly steady throughout the period.

With regard to the period during which the women teachers remain in the profession, this report states that "there is good reason for believing that the average duration of the service of women in elementary schools does not exceed five or six years. In the year under review [1903] there were in the public schools about 1,700 [39 per cent.] who had taught five years or more. The average teaching experience of graduates of the normal school is five or six years."

#### NEW YORK

Reports in regard to the salaries paid teachers in typical ungraded rural schools in New York were received from 23 towns. Salaries of men teachers were reported from 10 towns, of women teachers from 13 towns.

The lowest yearly salary reported was \$160 for women teachers for 32 weeks of school in the towns of Bangor and Leyden.

The highest yearly salary reported for women teachers was \$600, paid for a year of 40 weeks in Oyster Bay and Mt. Pleasant. In Southold a salary of \$700 was reported for a male teacher.

The salaries reported as medium ranged from \$360 to \$456 for a school year varying from 36 to 40 weeks, a monthly rate of from \$40 to \$50.

The salaries in the 23 typical schools from which reports were received are given in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEW YORK

	Weeks	YEARLY	SALARY		Weeks	YEARLY	SALARY
Town	of School	Men	Women	Town	of School	Men	Women
Bangor Leyden. Lewis Camden Ellisburg Hamden. Oswegatchie Lumberland Conklin Geddes Victor Lenox	32 32 32 32 32 32 32 32 32 36 40 36 36	\$186 187 192	\$160 160 176 183 184  360 360 370	Campbell. Ripley. Cariton. Hamburg. Esopus. Tuxedo. Oyster Bay. Ramapo. Mt. Pleasant. Hanford. Southold.	36 40 40 36 40 40 40 40 40 40	\$396  450 456  600 700	\$444  525 575 600  600

According to the report of the superintendent of public instruction for 1903, the whole number of teachers employed in the common schools of New York in 1903 was 39,825, of which 22,637 were in the city schools and 17,188 in the smaller school districts outside the cities. Of the total number, 4,909, or 12.3 per cent., were men. In the cities the number of men was 1,937, or 8.6 per cent. of the whole number of teachers there employed, while in the smaller school districts the number of men teachers was 2,972, or 17.3 per cent.

The average length of the school year was 39 weeks in the cities, 34.2 weeks in the districts outside the cities, and 35.4 weeks for the whole state.

The following table shows the average weekly and yearly salaries of teachers in city and district schools in the state for the years 1893 to 1903:

AVERAGE WEEKLY AND YEARLY SALARIES OF TEACHERS IN CITY AND DISTRICT SCHOOLS IN NEW YORK, 1893 TO 1903

	AVERAG	E WEEKLY S	SALARIES	Averag	E YEARLY	SALARIES
YEAR	Cities	Districts	State	Cities	Districts	State
893	\$18.67	\$8.60	\$12.74	\$728.36	\$303.57	\$467.58
894	18.06	8.75	12.72	707.77	306.32	465.44
895	19.61	8.96	13.74	733.35	310.73	483.68
396	18.59	9.15	13.52	725.19	309.38	487.3
397	18.75	9.33	14.23	720.09	315.32	495.43
398	19.36	9.20	14.68	743 - 47	314.76	516.7
399	19.88	9.31	15.27	771.54	318.35	540.50
000	22.66	9.54	17.28	879.27	322.47	604.7
001	25.04	9.63	18.72	976.54	329.35	662.6
002	25.19	9.92	19.22	982.25	337 - 32	680.3
903	25.44	10.10	19.65	992.08	345.26	695.76

It will be seen from the foregoing table that the average yearly salaries of city teachers in 1903 were \$992.08. The increase over 1893 amounted to \$263.36, or 36.2 per cent. All this increase seems to have been made since 1897, practically no increase being made during the five years from 1893 to 1897.

The increase in the average yearly salaries of teachers in the district schools has been steady, but much smaller than in the case of city teachers, amounting to only \$41.69, or 13.7 per cent. in the eleven years. These figures for teachers in district schools cover, it should be borne in mind, not only teachers in ungraded country schools, but also all in villages and large towns. It will be noticed, however, that the average as given here for district schools in 1903, namely \$345.26, is slightly below the salaries reported as "medium" in response to the inquiries of the committee.

# NEW JERSEY

Reports in regard to the salaries paid teachers in typical ungraded rural schools in New Jersey were received from 21 towns. Salaries of men teachers were reported from 6 towns only.

The lowest yearly salary reported was \$225, for a woman teacher for a school year of 36 weeks in Sandystone.

The highest yearly salary reported for a woman teacher was \$500 for a year of 40 weeks in Neshanic. As high as \$650 was paid for a man teacher in Almonesson.

The salaries reported as medium ranged from \$350 to \$405, the school year being of 40 weeks, except in one case. The monthly rate in these schools would thus be from \$35 to \$45.

The salaries in the 21 typical towns from which reports were received are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEW JERSEY

	Weeks	YEARL	Y SALARY	T	Weeks	YEARL	y Salary
Town or Township	of School	Men	Women	Town or Township	of School	Men	Women
Sandystone	36		\$225	New Hanover	40	a\$400	b\$400
Victoria	36		270	Erma	36	405	
Weston Mills	36		270	Atlantic Township	40		450
Avalon	36		270	Wantage	40		450
Unionville	36		288	Rio Grande	36		450
Holland Township	38		300	Neshanic	40		500
Manalapan Township	36		315	New Germantown	40	550	
Warrenville	40		350	Piscatawaytown	40	600	
Lafayette	40		350	Shrewsbury	40	650	
Iselin	40	• • •	400	Almonesson	40	650	
Reaville	40		400				

a Two teachers.

#### PENNSYLVANIA

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Pennsylvania were received from 22 townships. In several townships the salaries reported were for more than one teacher, as is noted in connection with the table.

The lowest yearly salary reported was \$140 for both men and women teachers in Thompson township for 28 weeks of school.

The highest yearly salary reported for women was \$450 paid in Bensalem and Nether Providence, while \$630 was paid a man teacher in Nether Providence.

Salaries reported as medium ranged from \$228 to \$287 for a school year of 28 weeks, equivalent to a monthly rate of \$33 to \$41.

b Four teachers.

By the law in effect June 1, 1904, the pay of teachers must not be less than \$35 a month, and as the minimum year had been previously fixed at 7 months, the minimum yearly salary becomes \$245. Schools failing to comply with the law forfeit their share in the state appropriation for the benefit of schools.

The salaries in the 22 townships reporting for this investigation are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN PENNSYLVANIA

T	Weeks	YEARLY	SALARY	T	Weeks	YEARL	SALARY
Township	of School	Men	Women	Тоwnsнір	of School	Men	Women
Thompson. Lehman. Waterford. Ayr Saltlick. Tronesta. Jefferson. Shohola. Dingman. Wells. Tinicum.	28 28 28 28 28 28 28	\$140 140 175 189 (a) 196 196  200 326 236	\$140 146 175 189 189 196 196 200 228 236	Oley. Greene. Curwin. Nicholson (b). Howe. Buckingham (c). South Union (d). Ashton. Birmingham. Bensalem (g). Nether Providence.	28 28 28 32 36 32 36 36	\$245 245 280 287 360 360 384  450 630	\$245 280 287 320 360 384 e360 4405 450 h450

- a Ten teachers,\$189 to \$224.
- d Twenty-two teachers.
- f Four teachers.

- b Nine teachers.c Twelve teachers.
- e Eight teachers.
- g Ten teachers.
- h Six teachers.

#### MARYLAND

No original data in regard to salaries paid teachers in ungraded rural schools in Maryland were secured. In the latest report of the state board of education, however, are given the average yearly salaries by counties of all teachers, both city and country. These statistics, although not giving an accurate measure of salaries in rural schools alone, may be of interest in this connection, and are therefore given here.

The number of teachers in Maryland (outside of Baltimore) in 1903 was 3,428, of which 2,601 were women and 827, or 24 per cent., were men. The schools were open an average of 8.78 months. The average yearly salary (outside of Baltimore) was \$292.93. The lowest average salary reported for a county was \$170.78, for Garrett county, employing 147 teachers and having 6 months of school. The highest average salary for a county was \$447.82, for Baltimore county (not including Baltimore city), employing 402 teachers and having 10 months of school. The next highest was \$408.06, for Carroll county, employing 185 teachers and having 8 months of school.

# VIRGINIA

No original data relating to rural schools in Virginia were secured as the result of this investigation, but some information of interest has been drawn from the report of the state superintendent of public instruction. The following table, compiled from the biennial report of the superintendent of public instruction for the school years 1901–1902 and 1902–1903, gives the number of teachers employed, the average months of school, and the average monthly and yearly salaries of men and women teachers for a series of years. The annual salaries are computed from the monthly salaries of the men and women teachers and the average months of school. As a matter of fact, it is probable that the length of the school year does not average the same for men and women teachers, but as separate figures are not available it is necessary to use the average for all schools in both cases.

The figures here presented, it should be borne in mind, include the cities as well as the country school districts. According to the report of the superintendent of public instruction of Virginia for the school years 1899–1900 and 1900–1901, "the average salary of the rural male teacher hardly exceeds \$25 per month, and that of the rural female teacher will probably not exceed \$22. When one reflects that the term of the country school in Virginia rarely extends beyond five or six months (the average for both city and country in 1903 was only 6.11 months), one must be amazed that so many excellent teachers can be found in our rural schools."

NUMBER OF TEACHERS EMPLOYED, MONTHS OF SCHOOL, AND AVERAGE MONTHLY AND YEARLY SALARIES OF TEACHERS, 1871 TO 1903

		Теасн	ERS EMP	LOYED		Average	Av'GE I	Monthly	Av'GE	YEARLY
YEAR	W	nite	Col	ored	Total White	Months		ARIES		ARIES
	Men	Women	Men	Women	and Co ored	School	Men	Women	Men	omen
1871	1,616	905	325	157	3,014	4.66	\$32.36	\$26.33	\$150.80	\$122.70
1876	2,495	1,489	418	218	4,620	5.63	34.95	30.37	196.77	171.28
1881	2,610	1,855	598	329	5,392	5.87	29.18	24.92	171.29	146.28
1886	2,426	2,625	979	755	6,785	5.92	30.77	26.54	182.16	157.12
1891	2,097	3,613	928	1,080	7,718	5.80	31.40	26.66	182.12	154.63
1892	2,106	3,646	911	1,130	7,793	5.90	31.93	26.86	188.39	158.47
1893	2,064	3,804	897	1,167	7,932	6.00	33.06	27.49	198.36	164.94
1894	2,132	3,981	896	1,204	8,213	6.00	33.13	27.14	198.78	152.84
1895	2,141	4,070	898	1,183	8,292	5.95	32.82	26.95	195.28	160.35
1896	2,118	4,202	885	1,212	8,417	5.95	40.93	26.67	243.53	158.69
1897	2,152	4,296	861	1,266	8,575	6.01	31.98	26.91	192.20	161.73
1898	2,108	4 447	845	1,326	8,728	6.00	31.13	26.40	186.78	158.40
1899		4,613	851	1,314	8,836	5.97	32.09	26.39	191.58	157.55
1900	1,974	4,787	842	1,551	8,954	6.00	32.47	26.18	194.82	157.08
1901	1,900	4,900	801	1,398	9,008	6.01	32.66	26.46	196.29	159.02
1902	1,798	5,113	763	1,434	9,108	6.05	32.62	26.67	197.35	161.35
1903	1,671	5,200	706	1,467	9,044	6.11	34.56	27.20	211.16	166.19

It will be seen that in 1903 the total number of teachers, white and colored, was 9,044, of which 2,377, or 26 per cent., were men. The average length of the school year, including city and country schools, was 6.11 months. The average monthly salary of the men teachers was \$34.56, and of women teachers \$27.20, equivalent, on a basis of the above average school year, to a yearly salary of \$211.16 and \$166.19 for men and women, respectively.

Commenting on these figures, the report of the superintendent says in part,

The salaries of teachers in the public schools have remained practically stationary for the last thirty-two years; and that in spite of the fact that the cost of living has greatly increased and that far more preparation is required for the teacher of today than was required three decades ago, the trained teachers in our public schools to-day are getting hardly any more compensation than that given to the raw recruits at the inauguration of the system. Nor has there been any notable lengthening of the school term, for an examination of the statistics will show that, while the average school term for the first ten years of the public-school system was 5.45 months, the average school term for the last ten years was only 6.02, an increase of only about one-half of a month.

In the period covered the teachers and schools have increased more than three-fold. We are spending four times as much money for public schools and employing three times as many teachers as at the beginning of the system; and yet the school term and the average salary of the teacher remain practically where they were thirty years ago. There is a still more significent tendency revealed by these figures. In 1871 the male white teachers in the public schools constituted a majority of all the teachers, white and colored, in the system, and for the next ten years they continued to maintain this proportion; but since 1881, with some slight fluctuations, the white male teachers have been gradually decreasing in number till there were in the public school of Virginia only 1,671 white male teachers in 1903, as against 1,616 in 1871. In the same period the white female teachers have increased from 905 to 5,200, or more than five-fold. While there are about twice as many colored male teachers now in the schools as at the beginning of the system, they have been gradually declining in numbers since 1886, when they numbered 1,023 The reason for this is not far to seek. The short school term and the paltry salaries

paid to the teachers of the public schools will not enable men to establish homes and raise families, and as long as this is the case it is useless to talk about making teaching a profession. While we cheerfully recognize the superiority of the women as teachers for the primary and grammar grades, the presence of the strong masculine intellect and power to govern the larger boys and train them in manly ways is indispensable to the proper development of any system of education. Any conditions that tend to exclude either well-equipped men or women from teaching in the public schools can not fail to prove disastrous to the best interests of the Commonwealth.

A special investigation made by the superintendent of public instruction in 1901 showed that of the 6,056 white schools in the country districts, 2,658 had an average attendance of less than 20 pupils, and 146 of less than 10. Of the 2,032 colored country schools, 498 had an average of less than 20, and 18 of less than 10. Commenting on these figures, the superintendent says in part,

This policy (the multiplication of small schools) has not only hurt the schools, but it has inflicted serious injury on the country districts by driving to the cities and large towns persons who wish larger and better educational opportunities for their children. In this way the country districts have lost many of their most valuable and enterprising citizens. Persons of means and influence who would otherwise prefer to remain in the country go to the cities because there they can get better educational advantages for their children.

# SOUTH CAROLINA

No figures are available showing the salaries of teachers in individual ungraded rural schools in South Carolina. The report of the state superintendent of education for 1903, however, gives the average salaries of white and of negro teachers for each county in the state and for the state as a whole. In these averages, unfortunately, the salaries of city and town teachers are combined, so that an accurate idea cannot be obtained of the salary paid to the rural teacher. In spite of this, it has been thought best to give here the salaries paid in typical counties, that being the best information obtainable. The following table presents this information, showing for white and negro schools the number of teachers, the average weeks of school, and the average yearly salary in four counties in which average salaries are lowest, in four in which they are highest, and in four where they appear to be at about a medium.

AVERAGE YEARLY SALARIES OF WHITE AND NEGRO TEACHERS IN COUNTIES IN SOUTH CAROLINA PAYING THE LOWEST, A MEDIUM, AND THE HIGHEST AVERAGE YEARLY SALARIES TO TEACHERS IN 1903

	W	ніте Schoo	ols	Nı	egro Schoo	ols
Counties	Number of Teachers	Average Weeks of School	Average Yearly Salary	Number of Teachers	Average Weeks of School	Average Yearly Salary
Counties paying miminum average salary:		- (	0			ф "£
Williamsburg	110	16	\$107	79	10	\$ 56
Lee Colleton	116	24	112	36 82	13	56
Edgefield.	80	10	141	103	10	39 39
Counties paying medium average salary:	09	10	141	103	10	39
Union	77	25	204	42	16	95
York	113	26	208	84	10	78
Marlboro	66	21	211	. 40	13	78 85 84
Barnwell	87	22	216	6g`	12	84
Counties paying maximum average salary:				_		•
Orangeburg	135	26	256	127	14	86
Anderson	155	25	346	71	18	134
Richland	78	31	364	60	19	159
Charleston	140	33	511	52	27	201
The state	3,492	22.3	\$203	2,455	14.6	\$ 83

It will be seen from this table that the average yearly salary for 3,492 white teachers was \$203, and that the average length of the school year was 22.3 weeks. The lowest average for any county for white teachers was for the 110 teachers in Williamsburg county,

the average being only \$107 for the school year of 16 weeks; in Lee county \$112 was reported as the average for 61 teachers for a school year of 20 weeks, and in Colleton county \$124 was the average for 116 teachers for 24 weeks. The highest average for any county for white teachers was \$511 for a school year of 33 weeks, paid 140 teachers in Charleston county. The next highest was \$364 for 31 weeks, paid 78 teachers in Richland county. The comparatively high averages in the case of both of these counties is explained by the fact that one included Charleston and the other Columbia, cities of 56,000 and 23,000, respectively.

For negro schools, 2,455 teachers in the state received an average yearly salary of \$83 for a school year of 14.6 weeks. The lowest average salary for any county for negro teachers was \$39, for a school year of 10 weeks, paid in Colleton and Edgefield counties to 185 teachers. In Williamsburg county an average of \$56 was paid 79 teachers for a year of 10 weeks, and in Lee county the same average amount was paid 36 teachers for a year of 13 weeks.

The highest average for any county for negro teachers was \$201, paid 52 teachers in Charleston county for a 27-week year and \$159 paid 60 teachers in Richland county for a 19-week year. In Anderson county \$134 was paid 71 teachers for an 18-week year, and in Orangeburg \$86 was paid 127 teachers for a 14-week year.

#### **GEORGIA**

Georgia is the only southern state from which any original data in regard to salaries paid teachers in rural schools were secured for this investigation. Reports were received from 7 counties or towns.

The county superintendent of Oxford county says in regard to salaries of teachers in that county,

In all of our ungraded schools, teachers, men and women, are paid on grade \$40, \$27, and \$20 per month for white teachers according as to whether they hold first, second, or third grade license; colored teachers, \$20, \$15, and \$10 per month. Where schools are graded and employ three teachers, principals receive \$50 per month on an average of 70 pupils and \$60 on an average of 100 pupils with four teachers. Pay is diminished if average in any school is below 25, and an assistant is employed by the board when schools average 45 pupils.

Of the above school in Warthen, Washington county, the county superintendent says,

The public term consists of five months, and during this term the county board pays out of funds derived from state appropriation a salary of \$55 per month for the principal and \$50 per month for the assistant. For the remainder of the eight months term, and supplementary during the public term of five months, the local patrons subscribe.

In this county, we have no local taxation provided by statute.

The patrons agree with teachers what salaries are to be paid. The county board decides what amount can be appropriated from the public fund for this school. In making apportionments to all schools the county board bases its appropriations on what it deems to be the merit of the teachers, their experience, ability to organize and impress community life, scholarship, the responsiveness of the community or local school district—in short everything affecting the probable usefulness of the teacher and efficiency of the school, just as a person might be employed by a private individual. Under such a plan, the teachers of the county are divided into about six classes, the highest receiving salaries, from the public fund, among white teachers, of \$55 per month, and the lowest \$30 per month, the intermediate classes ranging about \$5 apart. Grade of license does not always affect salary. We rarely ever pay a teacher more than he has been able to secure by contract with local patrons. In almost every school community in the county, white teachers have secured contracts for schools, supplementary to the public term, of from two to three months, paid by local personal subscriptions, entrance fees, or a per diem charge per pupil fixed by local patrons.

The above facts, very briefly stated, apply to all the schools of the county practically. The lowest salary reported was \$90 for both men and women teachers in the Burns school in Twiggs county. The school year was 24 weeks.

The highest yearly salary reported for a woman teacher was \$400 for 32 weeks of school in Warthen. In the same place \$500 was paid for a male principal.

Salaries reported as medium were 192 and 20 for 24 and 20 weeks, or at the rate of 32 and 40 a month.

The salaries of all the schools from which reports were received in Georgia are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN GEORGIA

	Weeks	YEARLY SALARY			Weeks	YEARLY SALARY	
LOCALITY	of School	Men	Women	LOCALITY	School	Men	Women
Burns school, Twiggs Co Hayston, Newton Co Starrsville, Oxford Co Stokes, Twiggs Co	24 20 20 24	\$ 90  192	\$ 90 135 a150 192	Hopewell, Oxford Co Fitzpatrick, Twiggs Co Warthen, Washington Co.	20 24 32	\$200 270 b560	\$270 400

a Also one principal at \$200.

#### TEXAS

For Texas reports in regard to the salaries paid teachers in typical ungraded rural schools were received for 7 schools. Unfortunately 6 of these schools are in a single county and the seventh school although in another county is in the same part of the state—the northwestern.

The lowest yearly salary reported was for a woman teacher in Grayson county, where \$240 was paid for 24 weeks of school. The salary of \$315, paid for 36 weeks in another school in Grayson county, represents the lowest monthly rate, namely \$35.

The highest yearly salary for a woman teacher was \$400, paid in Woodlawn for 32 weeks of school. For men as high as \$525 was reported for a school year of 28 weeks in Tioga.

The salaries reported for the 7 typical ungraded rural schools in Texas are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN TEXAS

1 1 2	Weeks	YEARLY	SALARY		Weeks	YEARLY SALARY	
Locality	School	Men	Women	Locality	School	Men	Women
Grayson Co	24 24 24 36		\$240 300 300 315	Grayson Co	28 32 28	\$455 480 525	\$400 

Statistics relating to salaries of teachers in ungraded rural schools in Texas are found in the report of the superintendent of public instruction for 1901–1902. According to this report, the total number of schools in the state was 12,750, and of these 12,184 were rural. Of the rural schools, 89 per cent. were ungraded schools. The yearly salaries of the white and colored teachers in the rural schools, as shown by the foregoing report, are given in the following table:

b Principal.

YEARLY SALARIES OF TEACHERS IN RURAL SCHOOLS IN TEXAS, 1901 TO 1902

	Number	School Term Days	· Y	YEARLY SALARIES				
	of Teachers		Male Teachers	Female Teachers	Total Teachers			
WhiteColored	9,885 2,638	84.77 94.04	\$273.02 236.00	\$201.73 183.49	\$235.05 211.51			
Average	12,523	86.73			\$230.22			

#### OHIO

For Ohio no original data were received in regard to the salaries paid teachers in ungraded rural schools, but in the report of the state commissioner of common schools for the year ending August 31, 1903, the average salaries paid are given for each county of the state.

In 10,964 elementary school houses in township districts requiring 11,741 teachers to supply the schools, 9,495 teachers were employed the whole school year—4,757 men and 4,738 women. The average number of weeks of school was 31 and the average monthly salary was \$37 for men and \$34 for women, equivalent to a salary for the school year of \$286 and \$264, respectively. In the following table similar facts as to salaries are shown for the four counties paying the lowest average salaries for the year, for the four paying the highest average, and for four paying a medium average salary:

AVERAGE YEARLY SALARIES IN TOWNSHIP ELEMENTARY SCHOOLS IN COUNTIES IN OHIO PAYING THE LOWEST, A MEDIUM, AND THE HIGHEST AVERAGE YEARLY SALARIES TO TEACHERS IN 1903

	Teachers	Average	M	EN	Wo	MEN
Counties	Necessary to Supply Schools	Weeks of School	Average Monthly Salary	Average Yearly Salary	Average Monthly Salary	Average Yearly Salary
Counties Paying Minimum Average Salaries:						
Gallia	149	23	\$26	\$150	\$24	\$138
Meigs	115	27	27	183	26	176
Vinton	101	26	28	182	28	182
AdamsCounties Paying Medium Average Salaries:	140	24	31	186	30	180
Belmont	201	30	37	278	36	270
Logan	141	32	35 38 38	280	34	272
Putnam	118	30	38	285	36	270
Columbiana	136	31	38	295	34	272
Montgomery	173	31	52	403	47	364
Preble	112	32	49	392	48	384
Butler	113	36	47	423	47	423
Hamilton	62	38	6i	580	51	485
The State	11,741	31	\$37	\$286	\$34	\$264

Of the elementary teachers in township districts, the lowest average yearly salary for any county was reported for Gallia county. The monthly salary averaged \$26 for men and \$24 for women, or for the 23 weeks during which the schools were open \$150 and \$138, respectively. These figures, it should be noticed, apply to the township elementary schools of a whole county (149 teachers), and not merely to those in receipt of low salaries. The highest average yearly salary was reported for Hamilton county, with \$580 for men and \$485 for women for the 38-week school year.

Examples of counties paying a medium average yearly salary were Belmont, Logan, Putnam, and Columbiana, with the average salaries of men ranging from \$278 to \$295, and those of women from \$270 to \$272. The school year in these counties varied from an

average of 30 to 32 weeks. No information was obtainable in regard to the lowest and highest salaries actually paid in individual cases.

#### INDIANA

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Indiana were received from 19 localities.

The lowest yearly salary reported was \$144 for 16 weeks of school for a woman teacher in Derby, and for a man teacher in Bristow.

The highest yearly salary reported for a woman was \$440 in South Bend for 32 weeks of school. For a man as high as \$650 was paid in Toleston for 36 weeks.

The salaries reported as medium ranged from \$315 to \$350 for men, and from \$314 to \$336 for women, or by the month from \$45 to \$51 for men, and from \$45 to \$48 for women.

The salaries reported from typical schools in 19 localities are shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN INDIANA

	Weeks	YEARLY	SALARY	m m	Weeks	YEARLY SALARY	
Town or Township	of School	Men	Women	Town or Township	of School	Men	Women
Derby. Bristow. Freetown. Freetown. Vevay. Union. New Palestine. Needham Adams. Greenfield.	16 19\frac{2}{5} 24 24 25 28	\$144 178 180  264  315 329 332	\$144  a180  314 315 315	Pike. Valley Mills. Sand Creek. Dewey South Bend. Griffith. Porter Co. Porter Co. Toleston.	28 32 32	\$350 350 302 440 480 500 540 560 650	\$315 315 336 432 440 

a Three teachers.

#### ILLINOIS

Reports in regard to the salaries paid teachers in typical ungraded rural schools in Illinois were received from 15 schools.

The lowest yearly salary reported was 120 paid a man teacher for 24 weeks of school in Golconda.

The highest yearly salary reported for a woman was \$405 for a year of 36 weeks in Seward, while \$540 was paid for a man in Owaneco for only 32 weeks.

The salaries reported as medium ranged from \$180 to \$240 for 24 and 32 weeks of school, a monthly rate of from \$30 to \$33.

The salaries reported from typical rural schools in Illinois are all shown in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN ILLINOIS

	Weeks	YEARLY SALARY		m	Weeks	YEARLY SALARY	
Town	of School	Men	Women	Town	of School	Men	Women
Golconda Olney Mt. Auburn Golconda Olney New Milford Gilman Roscoe.	24 24 28 24 24 24 32 32 32	\$120  175 	\$150  180 200 a200 225 b240	Olney Golconda Cissna Park. Edinburg. Seward. East Lynn. Owaneco	24 32 32 36	\$270   440 540	\$255  320 360 405 

a Only 5 pupils.

b Only 12 pupils.

#### MICHIGAN

For Michigan 18 reports were received in regard to salaries in typical ungraded rural schools.

The lowest yearly salary reported was \$175 paid a woman teacher for 28 weeks of school in Big Prairie township.

The highest yearly salary reported was \$500 for a woman, and \$600 for a man for a school year of 40 weeks in Grosse Point Farms.

The salaries reported as medium ranged from \$270 to \$405, for 32 to 36 weeks, a monthly rate of from \$32 to \$45.

The salaries reported for typical rural schools in Michigan are given in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MICHIGAN

	Weeks	YEARLY	SALARY		Weeks	YEARLY SALARY	
Township	of School	Men	Women	Township	of School	Men	Women
Big Prairie. Woodland. Saginaw Co Burton. Rutland. Garfield. Ovid. Menominee. Deerfiel i.	32 36	\$280	\$175 195 a224 232 245 270 270 270 288	Gaines Caseville Eagle Medina Saginaw Co Romulus Chandler Nodeau Grosse Point Farms.	36 36 36 36 36 36 40 36 40	\$290  315 b405 425 400  600	\$297 300  b342 360  405 500

a Average school, southern part of county.

## WISCONSIN

No original data in regard to salaries in rural schools in Wisconsin were secured for this report. The facts which follow are taken from the report on teachers' wages and cost of living, the results of an investigation conducted by a committee of the Wisconsin State Teachers' Association. The average monthly salaries paid to teachers in rural schools in Wisconsin for the eight years 1895 to 1993 are shown in the following table:

AVERAGE MONTHLY SALARIES OF TEACHERS IN RURAL SCHOOLS, 1895 TO 1902

YEAR	Av'GE M'T	hly Salary		Av'ge M'thly Salary		
Y EAR	Men	Women	YEAR	Men	Women	
1895. 1896. 1897. 1898.	47.04 44.50	\$29.78 31.02 30.38 29.50	1899	43.84 47.99	\$29.78 31.79 32.67 33.19	

These figures, according to the report of the committee, show an average monthly salary of about \$47 for men and \$31 for women teachers for the eight years. Supposing the schools to be in session for eight months, which is a high estimate for the country schools, the average income of the rural school teacher is about \$376 for men and \$248 for women. It will be readily seen that this remuneration is less than that of any other wage-earning class in the community. Even the most unskilled workman in the period of lowest wages earns one dollar or more per day for approximately three hundred days in the year. Young men of this state without special training, or more than the merest rudiments of an education, are earning \$400 to \$600 per year.

The percentage of male teachers in the country schools has fallen from 27 per cent. to 17 per cent. of the whole. The few that still remain in the ranks do so because they

b Average school, northern part of county.

are making the occupation a stepping-stone to some other business. They see no promise

in the work, and so do not strive for highest qualification and success.

The young women who engage in teaching seldom expect to remain in the service. They know there is little hope of advancement and no possibility of making a good living. When the board bill is paid, amounting on the average to about \$125, and the scant wardrobe for the year is provided at an expense of \$75, there remains \$48 with which to pay the expenses of board and room for the summer vacation, the expenses of the teachers' institute, the cost of the few books that must be purchased, the professional papers and magazines, and the various incidentals of living.

The table shows an apparent increase (comparing 1902 with 1895) in the salaries of the men teachers of 14 per cent., and in the salaries of women teachers of 11 per cent.

This apparent increase is misleading, since the larger average of wages is due mainly to the increase in the number of graded country schools in which the salary is somewhat greater than in the ungraded schools. It seems to be true, nevertheless, that wages have advanced a little in the country schools when measured in terms of dollars and cents. The cost of living, however, has greatly increased during the same period. This increase in the cost of living considerably overbalances the small increase in the wages of the country teachers, so that on the whole the wages of teachers have relatively declined.

In the meantime the wages paid in all other occupations have advanced and the demand for labor of all classes has increased to such an extent that teachers of experience in large numbers have left the field for more remunerative employment. This drain upon the teaching force of the rural schools has been heaviest in the ranks of the older and more experienced teachers, leaving the young and inexperienced country boys and girls to take their places. This is only one of the many ways in which people lose by the failure to

properly support their schools.

Wages in the country schools of this state have fallen below the level at which the poorest teachers can be secured in sufficient numbers to fill the demand. This is clearly shown by the fact that many schools were not opened until late in the school year during the past season because the board could not find a teacher. County superintendents state that not enough teachers attend their examinations to supply the schools in the county. And yet with a few exceptions, these conditions have not operated to raise the wages of the rural teacher. The county superintendent in many cases finds pressure brought to bear on him to let in still poorer material, so that the very conditions that should operate to raise the standard of excellence tend rather to reduce it.

There has been practically no increase in the teaching force of the rural schools since 1888, though the enrollment has gone up from 300,000 to 322,000 during that time. Over 50 per cent. of the pupils of the state are enrolled in the ungraded schools and fully 10 per cent. more in the two-department graded schools, which so far as the quality and quantity of the instruction is concerned are little, if any, better than the ordinary rural schools.

An investigation of the conditions existing in the rural schools in three representative counties was made by the committee of the Wisconsin Association, and some of the results of this investigation are shown in the table following:

AVERAGE MONTHLY SALARIES AND CONDITIONS IN RURAL SCHOOLS IN THREE REPRESENTATIVE COUNTIES IN WISCONSIN

	Num- ber of	Aver-	Aver-	age Salary per	Aver- age Cost	Average Yearly Expenses Incident to Teaching					
COUNTY	reach- ers Re- port- ing	Num- ber of	age Daily Reci- tations		of Board and Room per Week	Teach- ers Insti- tutes	School Papers and Maga- zines		eling	Ex-	Total
Columbia. Jackson. Marinette.	42 49 23	26 25 43	25 22 20	\$31.72 32.28 42.58	2.18		\$2.52 2.67 2.64	3.59	\$4.54 6.90 17.29	4.39	\$26.76 25.86 41.80

It was shown by the investigation that "the teachers in these rural schools are engaged generally for less than seven months service." The monthly salary, it will be seen by the above table, averaged \$31.72, \$32.28, and \$42.58 in the three counties. Sixty-four per cent. of those reporting stated that they were dependent upon their own earnings the year round, and 60 per cent. that they were not able to save anything for self-improvement

or further education. Nearly one-seventh of the total income of the teacher, it appeared, is required for expenses strictly incident to teaching.

#### MINNESOTA

For Minnesota 17 reports were received in regard to salaries in typical ungraded rural schools.

The lowest yearly salary reported was \$200 paid a woman teacher for 20 weeks of school in Gordon.

The highest yearly salary reported was \$450, paid for 36 weeks of school in Woodbury and West Union, in the one school, the teacher being a woman, in the other a man.

The salaries reported as medium ranged from \$320 to \$360, or from \$40 to \$45 a month, the school year being 32 and 36 weeks.

The reports from typical rural schools in Minnesota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MINNESOTA

Town or Township	Weeks	YEARLY	SALARY	Town or Township	Weeks of	YEARLY SALARY	
TOWN OR TOWNSHIP	of School	Men	Women	TOWN OR TOWNSHIP	School	Men Men	Women
Gordon	32 28 32 32 32 32 32	\$320	\$200 240 245 280 320 320 320 320 320	Vernon. Cambria. New Scandia. Leslie. Gordon. Reynolds. Woodbury. West Union.	32 32 32	\$360 400  450	\$360 360 360  400 450

# **IOWA**

For Iowa 22 reports were received relating to salaries in typical ungraded rural schools.

The lowest yearly salary reported was \$132, paid a woman teacher for 24 weeks of school in Clay lownship.

The highest yearly salary reported was \$360, paid a woman for 36 weeks of school in Spirit Lake township.

The salaries reported as medium ranged from \$215 to \$235 for 32 weeks of school, a monthly rate of \$27 to \$29.

The salaries reported from the typical rural schools in Iowa are shown in full in the following table:

#### YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN IOWA

<b>m</b> m	Weeks	YEARLY	SALARY	<b>m</b> m	Weeks	YEARLY SALARY	
Town or Township	of School	Men	Women	Town or Township	of School	Men	Women
Clay. Marion. Fremont. Marengo. Riverton. Fremont Mt. Pleasant. Spirit Lake. Tippecanoe. Franchville. Marengo.	28 30 28 29 28 28 28 28 32 32	\$180  221 210 	\$132 d143 b168 180 c185 190 196 210 d215 e218	Jackson. Floyd. Liberty. Knox Burr Oak. Spirit Lake. Jefferson. Troy. Wayne. Riverton. Spirit Lake.	32 32 32 32 34 32 36 32	\$235 260  h285 300	\$225 \$235  260 \$275 280  308 3340 340 360

<sup>a Lowest in county; average attendance 6.
b Lowest in county.
c Three schools the same; lowest in county.</sup> 

d Medium for county; average attendance 16.5.

e Medium for county.

f Medium for county; represents 90 per cent of the schools.

Highest in county.

Highest in county; average attendance 23.

i Highest in county; only 1 such.

# MISSOURI

For Missouri 15 reports were received relating to the salaries of teachers in typical ungraded rural schools.

The lowest yearly salary reported was \$100 paid a woman teacher for a school year of 20 weeks in Phelps county.

The highest yearly salary reported was \$900, for two schools in St. Louis county for 40 weeks of school.

The salaries reported as medium ranged from \$263 to \$400, for 28 to 32 weeks, or at a rate of \$38 to \$50 a month.

The salaries reported from the typical rural schools in Missouri are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN MISSOURI

	Weeks	YEARLY SALARY			Weeks	YEARLY	YEARLY SALARY	
Town or Township	of School	Men	Women	Town or Township	of School	Men \$400 600 630	Women	
Phelps Co	20		\$100	Carthage	32	\$400		
St. James	24		120	Westport	36		\$495	
California		\$210	168	Greenwood	36		495	
Shelbyville	24	240		Marshall	32			
Centerview	28	• • •	263	Slater	28	630		
Epworth	32		290	St.Louis Co	40		900	
ayetteville	28		320	Normandy	40	900		
Carthage	32	360					1	

#### NORTH DAKOTA

For North Dakota reports from 8 counties were received relating to the salaries paid teachers in typical ungraded rural schools. In five of these cases the figures given were the averages for the rural schools of the entire county.

The lowest yearly salary reported was \$254, the average for women teachers in Ramsey county for a school year of 26 weeks.

The highest yearly salary reported was \$450 for men and \$405 for women, for a school year of 36 weeks in Valley county.

The salaries reported from the typical rural schools in North Dakota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NORTH DAKOTA

1	Weeks	ks YEARLY SALARY			Weeks	YEARLY SALARY	
LOCALITY	School	Men	Women	LOCALITY	of School	Men	Women
Ramsey Co	26 26 28 28	a\$267 a297 304 a373	a\$254 a274 274 a274	Traill Co. (b)	28 30 32 36	a\$315 a376 360 450	a\$306 a313 360 405

a Average for county.

#### SOUTH DAKOTA

For South Dakota 27 reports were received, giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was \$120 for both men and women teachers in Leola. The school year was only 16 weeks.

b Eighty-six teachers in county.

The highest yearly salary reported was \$585 for men and \$405 for women in the schools of Belle Fourche. The school year was 36 weeks.

The salaries reported as medium ranged from \$245 to \$313 for a school year of from 24 to 38 weeks, a monthly rate of \$35 to \$45.

The salaries reported from the typical rural schools in South Dakota are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN SOUTH DAKOTA

	Weeks			1	Weeks	YEARL	Ly Salary	
LOCALITY	of School	Men	Women	LOCALITY	of School	\$313 290 270  280 340  320 360 540	Women	
Leo'a Walworth Co. Auro a Co. Lyman Gannvalley Woonsocket Hutchinson Co. Perkins. Brooks Desmet Aurora Co. Aurora Co. Perkins. Beadle Co.	24 24 24 28 24 24 32	\$120 164  180 210  210 240  245 256 284	\$120 164 175 180 180 210 210 210 215 245 245 247	Aurora Rugby Brooks Asbury School District Blaine Clay Co Canton DeGrey Walworth Co Hayti Henry Village Belle Fourche Mitchell	32  32 32 32	290 270  280 340  320 360	\$262 265 270 280 380 320 320 320 320 405 405 b31	

a Six to nine months.

#### NEBRASKA

For Nebraska 18 reports were received giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was \$75 for a woman teacher for a school year of 12 weeks in Frontier county.

The highest yearly salary reported was \$495 for a woman teacher for 36 weeks of school in Blair.

The salaries reported as medium ranged from \$270 to \$360, according to locality, for a school year varying from 32 to 36 weeks, or a monthly rate of \$30 to \$40.

The salaries reported from the typical rural schools in Nebraska are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN NEBRASKA

	Weeks	YEARLY SALARY			Weeks	YEARLY SALARY	
Town	of School	Men	Women	Town	of School	YEARL Men \$450 465	Women
Frontier Co	12 24 24 32 32 36 36 36 32 36		\$ 75 150 180 200 240 270 270 280 280	Nelson. Blair. Aurora. Nelson. Fremont. Madison. Aurora. Fremont. Blair.	32 32 36 32 36 36 36 36 36 36	\$450 465	\$280 320 360 360 360 360 360

#### KANSAS

For Kansas reports were received giving the salaries paid teachers in 20 typical ungraded rural schools. These schools were located in three counties in different parts of the state.

b Per month.

The lowest yearly salary reported was \$150, paid a woman teacher for a school year of 20 weeks in Trego county.

The highest yearly salary reported was 440 for a woman teacher for 2 weeks of school in Leavenworth county.

The salaries reported as medium ranged from \$245 to \$320, according to locality, for a school year varying from 28 to 32 weeks. or a monthly rate of \$35 to \$45.

The salaries reported from the 20 typical rural schools in Kansas are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS ÎN KANSAS

	Weeks		YEARL	y Salary	_	Weeks	YEARL	SALARY
Locality	of School	Men	Women	LOCALITY	of School		Women	
Frego Co. Frego Co. Frego Co. Leavenworth Co. Frego Co. Junction City. Frego Co. Leavenworth Co. Leavenworth Co.	20 20 24 24 28 28 28 28 28 28	\$280	\$150 175 210 240 245 280 280 280 280	Junction City. Junction City. Trego Co. Junction City Leavenworth Co. Junction City. Junction City. Leavenworth Co. Leavenworth Co. Leavenworth Co.	32 28 28	350 350	\$320 320 326  360 360 400	

#### INDIAN TERRITORY

A statement in regard to schools in Indian Territory was received from the superintendent of schools of the Territory. According to this statement the Territory has no public schools except within the limits of incorporated towns. Statistics from three of these are shown elsewhere in this report.

About four hundred Indian day schools scattered throughout the country are in session from eight to nine months each year, and the teachers receive salaries ranging from \$25 to \$45 per month, according to the number of Indian pupils enrolled. White children residing in the rural communities are permitted to attend most of these Indian day schools upon the payment of \$1 per month tuition. The tuition goes to the teacher.

#### COLORADO

For Colorado 19 reports were received giving the salaries paid teachers in typical ungraded rural schools. Several of the reports are for more than a single school in a locality.

The lowest yearly salaries reported were \$178 for a woman and \$261 for a man for 22 weeks of school in Springfield.

The highest yearly salaries reported were \$520 paid a woman teacher for 36 weeks of school at Cripple Creek, and \$680 paid a man for 32 weeks at Poyoso Springs. In Jefferson county \$75 and \$70 per month were reported for men and woman teachers, but the length of the school year was not stated.

The salaries reported as medium ranged from \$405 to \$450 for women and from \$400 to \$460 for men.

The salaries reported from the typical rural schools in Colorado are shown in full in the following table:

# YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN COLORADO

LOCALITY	Weeks of School	YEARLY SALARY			Weeks	YEARLY	y Salary	
		Men	Women	LOCALITY	of School	Men	Women	
Springfield Douglas Co. Cheyenne Wells Mesa Co. Las Animas Co. Hugo. Pitkin Co. Weld Co. Fremont Co. Morgan Co.	28 36 36 36 36 29 34 32	\$261 385 450 400 450 675  6460 512 450	\$178 280 360 364 405 4405 b413 d415 424 450	Cheyenne Wells. Poyoso Springs. Cripple Creek. Akron. Logan Co. Jefferson Co. Jefferson Co. Montrose. Routt Co.	32 36 .; (f) 	\$680 • 518 • 34 • 40 • 50 • 75 • 256 • 46	\$495 a480 520 e32 e37 e33 e70 e52 e46	

a Four teachers.

b Nineteen teachers.
c Ten teachers.

d Sixty-one teachers.

f Seven months in rural schools; o months in graded.

#### UTAH

For Utah 14 reports were received giving the salaries paid teachers in typical ungraded rural schools.

The lowest yearly salary reported was \$136 for a woman teacher for 20 weeks of school in Wayne county. The lowest reported for a male teacher was \$225 for 20 weeks in Sigurd.

The highest yearly salaries reported were from Moab, where \$855 was paid to a man and \$788 to a woman for a school year of 36 weeks.

The salaries reported as medium ranged from \$240 to \$400 for women and from \$360 to \$455 for men, or by the month of school from \$40 to \$50 for women and from \$50 to \$65 for men.

The salaries reported from the typical rural schools in Utah are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN UTAH

	Weeks YEARLY SA				Weeks	YEARLY SALARY	
Locality	of School	Men	Women	Locality	of School	Men \$455 400 520 560 675 810	Women
Wayne Co. Leamington. Sigurd. Wayne Co. Wasatch Co. Boulder. Morgan City.	24 20 24 24 24	\$330 225 297 360 360 420	\$136 180  240  350	Vernal College	28 32 32 32 36 36 36 36	400 520 560 675	\$400  450 450 788

#### WASHINGTON

For Washington 14 reports in regard to the salaries paid in typical ungraded rural schools were received from 4 counties.

The lowest yearly salaries reported were \$175 for a man and \$200 for a woman, paid for a school year of 20 weeks in Klickitat county.

The highest yearly salaries reported were \$675 for a man and \$585 for a woman for 36 weeks in Snohomish county.

The salaries reported as medium ranged from \$200 (in one county) to \$480 for men and from \$200 to \$440 for women, or by the month from \$40 to \$60 for men, and \$40 to \$55 for women.

The range in "medium" salaries here reported is very wide, but it is without doubt due to widely varying conditions in the several counties representing different parts of the state.

The salaries reported from the typical rural schools in Washington are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN WASHINGTON

6	Weeks	YEARLY SALARY		1	Weeks	YEARLY	y Salary	
County	of School	Men	Women	COUNTY	of School	Men \$350 480 480 540 630 630 675	Women	
Klic itat Co Chehalis Co King Co Klickitat Co Snohomish Co Snohomish Co	20 20 20 20 20 20 20 24 24	\$175 225  200  270 300	\$200 200 200 200 225	Chehalis Co. Klickitat Co. Snohomish Co. King Co. Chehalis Co. King Co. Snohomish Co.	28 40 32 36 36 36 36	480 480 540 630 630	\$315 400 440 450 450 585 585	

# **CALIFORNIA**

For California reports in regard to the salaries paid teachers in typical ungraded rural schools were received from 5 counties, the figures showing lowest, highest, and medium salaries for each county.

The lowest yearly salary reported was \$360 paid a woman teacher in Fresno county for a school year of 32 weeks. For men the lowest salary reported was \$400 in Mendocino county.

The highest yearly salary reported was in Humboldt county, where \$1,200 was paid to a man and \$850 to a woman for a school year of 40 weeks.

The salaries reported as medium ranged from \$520 to 720 for men and from \$480 to \$675 for women, the school year in these cases varying from 32 to 36 weeks. The monthly rate in these schools was thus from \$65 to \$90 for men and from \$60 to \$75 for women.

The salaries reported from the typical rural schools in these 5 counties of California are shown in full in the following table:

YEARLY SALARIES OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN CALIFORNIA

	Weeks YEARLY SA		Salary			YEARLY SALARY	
County	of School		of School	Men	Women		
Fresno Co. Los Angeles Co. Los Angeles Co. Men-lo ino Co. Santa Clara Co. Humboldt Co. Mendocino Co. San a Clara Co. Fresn Co. Lo Angeles Co.	32 36 30 32 32 32 32 32 32 34 32	\$480  450 400  480 520 	\$360 360  400 400 440 480 510 520	Los Angeles Co. Humboldt Co. Fresno Co. Mendocino Co. Santa Clara Co. Los Angeles Co. Los Angeles Co. Los Angeles Co. Humboldt Co.	36 36 32 36 36 40 36 36 40	\$ 720 600 675  810 900 1,200	\$630 675 620 620 720 750  850

# OREGON

For Oregon 24 reports in regard to the salaries paid teachers in typical ungraded rural schools were received.

The lowest yearly salary was \$90, paid to a woman teacher in Elkhorn for a school

year of 12 weeks. The lowest yearly salary for male teachers was \$200, reported for 20 weeks of school in Winston.

The highest yearly salary for a woman was \$400, paid for 32 weeks of school in Lee. For a man as high as \$900 was paid in St. Paul, for 36 weeks.

The salaries reported as medium ranged from \$300 to \$440 for from 24 to 32 weeks of school for men, and from \$210 to \$280 for from 24 to 28 weeks for women. The monthly rate in these schools would thus be from \$50 to \$60 for men, and from \$35 to \$50 for women.

The salaries reported from the typical rural schools in Oregon are shown in full in the following table:

YEARLY SALARY OF TEACHERS IN TYPICAL UNGRADED RURAL SCHOOLS IN OREGON

	Weeks	YEARLY	SALARY	_	Weeks	YEARL	YEARLY SALARY		
Locality	of School	Men	Men Women LOCALITY	of School	Men	Women			
Elkhorn	12		\$ 90	Union Co	20		\$250		
Golden	12		95	Salem	28	• • •	280		
Helix (near)	12		105	Pilotrock	24	\$300			
Crook	12		105	Warner Lake	24	360			
ardiner	18		113	Wilderville	32	363			
Jnion Co	12	• • •	120	Lee	32		400		
Villiams	18	• • •	150	Roseburg	32	440			
itkum	20		150	Meacham	36	540			
Drews Valley	17		191	Union Co	36	585	• • • •		
Vinston		\$200		Grizzly		675	• • • •		
Ayrtle Point	24	• • •	210	Silver Lake	36	735	• • • •		
Aadras	20	2 <b>25</b>		St. Paul	36	900	• • • •		

### FUNDS FOR PAYMENT OF TEACHERS' SALARIES

Publicists, speaking of the common school, reiterate the demand that its education shall be high class and that it shall be steady. This depends upon high-class teachers remaining for long periods in positions where the circumstances encourage high-class work. This calls for salaries sufficiently high to attract, retain, and encourage good teachers to do good work. municipalities where such circumstances have been realized, the progress has been: first, the increase of the wages of certain teachers by special resolution; second, the adoption of regular schedules of salaries for all teachers; third, the provision for a fixed regular increase of salary for merit and for additional length of service for the principal classes of teachers. The point has now been reached where the attention of school authorities is directed to the necessity of protecting such schedules of salaries against relapse owing to other public demands, which may seem to those who, at the moment, may have the disposition of the community funds, to be of more pressing necessity than the payment of good remuneration to teachers. In most localities the funds for the payment of teachers' salaries are not distinct from the general educational appropriation, to be used for buildings, sites, coal, apparatus, and books. Ambitious schemes to erect fine buildings may result in poorer education, because there is not money enough left to employ good teachers, or to enable good teachers to do proper work.

Your committee's investigations show this phase of the problem of teachers' salaries in the cities of the country at large to be without general plan as to procedure or policy. From the replies received to the committee's inquiries the following methods of dealing with the appropriations for the payment of teachers' salaries were found to be in use in various parts of the country:

- 1. Teachers' salaries paid from a special appropriation for this purpose, which may not be used for any other purpose. New York, N. Y., Philadelphia, Pa., St. Louis, Mo., Baltimore, Md., Cleveland, Ohio, and San Francisco, Calif., are examples of cities where this plan is in operation.
- 2. Teachers' salaries paid from a general educational appropriation. New Orleans, La., Minneapolis, Minn., and Providence, R. I., are examples of cities where salaries are paid out of a general appropriation. The superintendent of schools in one Massachusetts city said, in regard to this matter: "Some, or rather many, towns have a certain amount appropriated for teachers' salaries, certain amount for text-books, certain amount for transportation, etc. It is ever so much better to have a general appropriation for school purposes." But in Massachusetts it is stated that the "Massachusetts statute provides that 'the school committee shall contract with teachers.' The supreme court of the State has ruled that this gives the school committee absolute control and that the city council cannot limit the school committee in the item of expenditures for salaries, but can limit expenditures for all other items."
- · 3. Teachers' salaries paid from state and local tax or special levy. In a number of states the law requires that the money given by the State in aid of local education can be used only for teachers' salaries. Several states also apply a similar restriction to a county contribution and in some a specified local levy is also protected in like manner But such restrictions do not, as a rule, affect the salaries of teachers in city schools, as the amount from all of the sources mentioned would still be less than the amount expended for salaries. Thus, in New Jersey it is stated that "all of the state money, viz., \$200 per teacher, must be spent for teachers' salaries or fuel." But it is evident that \$200 will not pay the salary of any teacher in any city school in the State. In New York city it is required, by state law, that not less than a levy of a specified rate shall be used for teachers' salaries. This will be explained more in detail.

# THE TEACHERS' SALARY FUND IN NEW YORK CITY

Inasmuch as the educational system of New York city has experienced several important changes in the administration of its payments of teachers' salaries, typical of the progress of the movement begun in other cities, a sketch of the evolution of its salary usage is submitted.

For many years prior to 1899, the amount of money to be devoted to the payment of the salaries of teachers of the schools of New York city was decided by the municipal board of estimate and apportionment, acting upon requests made for the annual city budget by the board of education. In 1887, the board of education claimed that the allowance granted by the board of estimate was \$200,000 short of the actual necessities of the school system. An appeal was made to the legislature of the state. The legislature passed a bill requiring the board of estimate to reopen the budget and allot the extra \$200,000 desired. In securing this legislation, the board of education made prominent the argument that the maintenance of the schools is primarily the function of the entire state; that the commonwealth delegates

to municipalities the details of collecting money for the maintenance of education, and that if remissness by any municipality be shown, it is the states' duty to interfere and to enforce the performance of the obligation. This claim was, as will be shown, more effectively pressed in later legislative action affecting the payment of New York teachers.

From 1887 to 1899, the old method of determining the amount of the salary fund continued, but with increasing dissatisfaction as to the amount of allotment made by the board of estimate. The board of education was willing to make salary schedules with intent to keep pace with increased cost of living, but it was unable to put such schedules into operation because of its failure to secure sufficient funds from the financial officers of the city. In some cases new schedules were put into effect, but the periodic increase for length of service could not be paid. In 1898, a movement of teachers and principals received the support of Senator John F. Ahearn, who introduced at Albany the bill which bears his name and which provides that the board of estimate and apportionment must provide and the board of education must pay not less than certain specified sums to teachers of specified grades. When a teacher, judged by proper authorities to be fit and meritorious, reaches the end of a specified period of service, such a teacher must not be paid less than a specified sum per year in addition to the yearly salary required. This law, the basis of the present New York city salary usage, makes the demand of the state upon the city for educational expenditure continuous. It also fixes the principle that the education furnished by the public schools must not be given by teachers who are below a specified grade of cheapness as to their salaries.

Some matters of dispute between the board of education and the board of estimate arising as to the interpretation of the Ahearn law, various measures were brought up in the legislature to afford relief to teachers whose pay was in question. At this time Dr. William H. Maxwell, city superintendent of schools, proposed the now well-known four-mill provision. Dr. Maxwell's argument was that the amount of money to be expended each year for paying the teaching force should be determinable beforehand to a certainty in order that the organization of the schools, assignment of teachers, etc., could be done deliberately, with foresight and without waste. He cited the wellknown usage of endowment, so general in the case of large universities and private schools, and argued that the advantages arising to these institutions from having a reliable income each year should be paralleled in the public schools. He cited the University of Michigan as an example of the successful working of the plan of setting aside each year a specified per cent. of money raised by taxation, and proposed that the pay of the teachers of New York be as steady and as assured as that of the salaries of professors occupying endowed chairs in universities. Mr. Henry R. M. Cook, auditor of the board of education, compiled tables showing that the allotment of a sum amounting to four mills on every dollar of valuation of the taxable property of New York, as it was then assessed, would enable the board of education to pay, without waste, the salaries of teachers as fixed by the schedule of the Ahearn law.

Such a measure was therefore introduced into the legislature, passed by it, and signed by Governor Roosevelt. This amendment to the Ahearn law went into effect May 3, 1901. Mayor Low's administration changed the usage of assessments so as to estimate taxable property at its full value. A proposition was then made to reduce the proportion of allotment for teachers' salaries from four mills to three mills. The board of education favored this reduction and the legislature fixed it by statute. This allotment is now found by the board of education inadequate to pay the salaries of all the teachers deemed by it necessary to instruct the school population. To provide for instruction keeping pace with the growth of the city, various members of the board of education estimated an additional salary fund of from \$600,000 to \$900,000 a year necessary. The board of education of New York is, at the time of writing this report, considering various expedients, as the consolidation of schools, transportation of children, reduction of the school day, shortening the term of evening schools, avoidance of the employment of men teachers, appointment of substitute teachers for long periods, etc., so as to keep within the limits of the salary fund allotted by the present law. Meantime, the legislature is being petitioned to make the per centum allowance for the teachers' salary fund an allotment of three and one-half mills on every dollar of taxable property in the city.

Mr. Henry R. M Cook auditor of the New York board of education, has called attention to the fact that while the present method of determining the amount of appropriations for teachers' salaries is much better than any earlier usage, it is not founded upon the proper variable. Under the present plan, the increase of the salary fund is conditioned by the increase of the total value of taxable property in the city. The variation of the assessments has, however, only a remote connection with the variation in school population. This Mr. Cook shows by the following figures;

INCREASE IN ASSESSED VALUATION AND IN SCHOOL ATTENDANCE IN NEW YORK CITY, 1800 TO 1003

	Pi	ER CENT. OF INCR	ease over Pr	ECEDING YEAR IN-	-				
Year	Assessed Valuation of Property	Attendance in—							
I A	Valuation	Elementary Schools	High Schools	Evening Elementary Schools	Evening High Schools				
899	13.12 5.05 3.66 1.82 40.84 3.83	4.90 4.92 5.06 4.74 5.82	24.64 15.08 16.35 8.45 12.26	8.05 20.88 8.53 12.51 17.53	9.21 33.45 31.27 a3.80 6.71				

a Decrease.

It will be seen from the foregoing figures that the increase in the number of pupils requiring instruction varies independently of the taxable property.

The defects of the scheme of allotment of a per centum of assessed valuation are set forth in Mr. Cook's report as auditor to the president of the board of education as follows—

It occurs to me that the existing statute, and any amendment on same lines, is hardly logical, and in suggesting this I have in mind the following facts:

- I. That the school system grows annually at a compound rate of increase of about six per cent. due to increase in school population, which fact may be regarded as a constant for practical purposes.
- 2. That to meet this constant, the assessed valuations of real and personal estate must keep exact step.
- 3. That if the assessed values are less than the ratio of increase in school population, the financial result is insufficient, and it becomes necessary to ask the city for an additional sum, which if not allowed restricts the normal working of the system, and causes the adoption of expedients which may be more or less open to objection.
- 4. That if the assessed values are greater than the ratio of increase in school population, the financial result is in excess of normal requirements, and there might be a tendency to a more than generous expenditure of money. In any event a greater annual tax will have been levied than is necessary for the conduct of affairs for the fiscal year, which is contrary to the financial policy of the city for more than half a century.

The main point which I desire to bring forward is, that to conduct a system which is increasing in size in a practically constant ratio, the present method of fixing a source of financial increase is unstable, variable, and related to the school system only indirectly. Tax valuations are dependent largely upon political considerations, local conditions and physical factors over which the educational authorities have no control.

Granted that a change be made from 3 to  $3\frac{1}{2}$  mills, the remedy might be but temporary; a slight alteration in methods of valuation, and correspondingly varying results would be apparent in our finances. Such a change would not relieve the situation in 1905 inasmuch as the budget has already been adopted. Again, an appeal to the legislature for a special issue of bonds is superfluous for the city already has power to issue same for any object if it so desires.

# Mr. Cook's plan for determining the fund comprises-

For elementary and high schools, on a fixed allowance per unit of attendance (average). For all other purposes (except corporate schools), by including a minimum sum for each item.

Annual increases in budget requirements for elementary and high schools to be provided for by ascertaining the increase of school attendance of the current school year over the next preceding school year, and including the increase of attendance at the fixed cost per unit.

Any increase above the minimum amounts established for all other purposes, to be recommended by the board of education and discretionary with the board of estimate and apportionment.

For corporate schools, by fixing a per capita rate of \$15.00 based on average attendance during preceding school year.

In the event of an abnormal increase in school attendance in any year, beyond the figure's estimated, whereby a financial deficit can be shown to exist, the board of estimate and apportionment to be empowered to authorize the issue of revenue bonds for a sum not exceeding \$100,000, in any one year, provided that the board of education shall certify to the board of estimate and apportionment as to the particular need and purpose for which the sum asked shall be expended.

Mr. Cook has proposed the following statute to govern the salary fund for teachers for New York city:

Section 1064. The board of education shall represent the schools and the school system of the city of New York before the board of estimate and apportionment, and before the board of aldermen, in all matters of appropriations in the budget of the city for educational purposes, and in all other matters, and shall in general; be the representative of the school system of the city in its entirety. On or before the fifteenth of September in each year it shall submit an estimate in detail of the moneys needed for the entire school system of the city, during the next succeeding calendar year, to the board of estimate and apportionment for its action. The board of estimate and apportionment shall appropriate for the general school fund for the year nineteen hundred and (two) six and, annually, for each year thereafter, an amount (equivalent to not less than three mills on every dollar of assessed valuation of the real and personal estate in the city of New York, liable to taxation) which shall be computed in the following manner:

- 1. Based upon the average attendance of the school year next preceding the calendar year to which the estimate applies, to which shall be added the percentage of increase between the average attendance of the school year hereinbefore mentioned and the school year next preceding same, there shall be appropriated for each unit of the result so ascertained, not less than thirty-one dollars in elementary day schools, not less than eighty-eight dollars in day high, and training-schools; not less than twelve dollars and eighty cents in elementary evening schools; and not less than twenty-seven dollars in evening high schools.
- 2. For the institutions known as corporate schools, not less than fifteen dollars for each unit of average attendance of the school year next preceding the fiscal and calendar year to which the estimate applies.
- 3. For special education including special teachers of manual training, physical training, foreign languages, sewing, cooking, music and drawing, an amount not less than four hundred thousand dollars per annum; for vacation schools, playgrounds and recreation centres an amount not less than two hundred thousand dollars; and for evening lectures for the people, an amount not less than one hundred thousand dollars.
  - 4. For the salaries of attendance officers, not less than ninety-two thousand dollars.
- 5. For general supervision, including the salaries of the members of the board of superintendents, the district superintendents, the members of the board of examiners, and all directors and supervisors, an amount not less than two hundred and sixty-eight thousand five hundred dollars.

In case the aggregate amount so appropriated for the general school fund is insufficient for its purposes, the board of estimate and apportionment is hereby empowered to authorize the issue of revenue bonds not exceeding the sum of one hundred thousand dollars in any year, and apply the proceeds of the same to the general school fund; provided that the board of education shall certify to the board of estimate and apportionment, the reasons and necessity for such additional sum, and the purposes for which the same is to be expended.

In case the amount so appropriated for the general school fund exceeds the expenditures and ascertained liabilities chargeable to such fund during any one year, the amount by which the said general school fund exceeds said expenditures and liabilities shall become part of the general school fund for the next succeeding year, and the amount to be raised by tax for said fund shall be diminished by the amount of said excess. On or before the tenth day of August in each year the city superintendent of schools shall certify and submit in writing to the board of education for its action a statement showing in detail the average attendance of the last preceding school year. The board of education shall administer all moneys appropriated or available for educational purposes in the city of New York, subject to the general provisions of this act relating to the audit and payment of salaries and other claims by the department of finance.

## MINIMUM SALARY LAWS

A movement toward establishing a minimum salary by state enactment has had support in several states and in Indiana, Maryland, Pennsylvania, and in West Virginia, such a law has already been adopted and put in operation.

#### MINIMUM SALARY LAW OF INDIANA

The Indiana law, approved March 11, 1903, establishes a minimum salary to be paid teachers in the schools of that state, and fixes a penalty in a fine not exceeding \$100 for each violation. The minimum fixed is a daily wage based on the teacher's general average of scholarship and success given on his highest grade of license at the time of contracting.

The following is the law referred to. The act regulating examinations for licenses, approved March 6, 1899, is also given:

AN ACT to amend an act approved March 12, 1901, entitled an act regulating the minimum wages of teachers in the public schools and fixing a penalty for violation of the same, being Sections 1 and 2 of the acts of 1901.

Section 1. Be it enacted by the General Assembly of the State of Indiana, That the daily wages of teachers for teaching in the public schools of the state shall not be less in the case of beginning teachers than an amount determined by multiplying two and one-fourth  $(2\frac{1}{4})$  cents by the scholarship given said teacher on his highest grade of license at the time of contracting; and after the first school term of any teacher, said teacher's daily wages shall not be less than an amount determined by multiplying two and one-half  $(2\frac{1}{2})$  cents by the general average of scholarship and success given the teacher on his highest grade of license at the time of contracting; and after three years of teaching said wages shall not be less than an amount determined by multiplying two and three-fourths  $(2\frac{3}{4})$  cents by the general average of scholarship and success given the teacher on his highest grade of license at the time of contracting: Provided, That two (2) per cent. shall be added to a teacher's general average of scholarship and success for attending the county institute the full number of days and that said two (2) per cent. shall be added to the average scholarship of beginning teachers.

SEC. 2. All teachers now exempt, or hereafter exempt from examination, shall be paid as daily wages for teaching in the public schools of the state not less than an amount determined by multiplying two and three-fourths  $(2\frac{3}{4})$  cents by the general average of scholarship and success given said teachers: *Provided*, That the grade of scholarship counted in each case be that given at the teacher's last examination, and that the grade of success counted be that of the teacher's term last preceding the date of contracting.

SEC. 3. All school officers shall comply with the provisions of this act and shall pay the teachers employed by them no less than such an amount as shall be determined by sections I and 2 of this act. School officers who shall be adjudged guilty of violating any of the provisions of this act shall be fined in any amount not exceeding one hundred dollars (\$100) for such offense. The state superintendent of public instruction is hereby authorized to bring action against any school officer violating any of the provisions of this act.

AN ACT concerning the common schools of this state, providing for the examination of applicants for license to teach therein, and repealing all laws in conflict therewith.

.... The professional ability, or school-room success of an applicant shall be furnished by the county superintendent and graded from 50 to 100 per cent. Teachers employed in a city or town school shall be certified to on professional ability by the town

superintendent (if there be one) or city school superintendent. This shall be accepted by the county superintendent as the estimate of the applicant's professional success. The general average in the branches which shall indicate the applicant's academic standing, furnished by the state superintendent of public instruction, shall constitute one part of the applicant's grade, and the per cent. placed upon the applicant's school-room success, shall constitute the other part. The sum of these two items divided by two, shall give the complete general average upon which all the license shall be issued.

#### MINIMUM SALARY LAW OF MARYLAND

Under the provisions of the revised school law of the state of Maryland, approved April 12, 1904,

The salaries of the teachers of each county shall be fixed by the board of county school commissioners: *Provided*, That no white teacher regularly employed in a public school of the state of Maryland, having an average attendance of fifteen pupils or more, shall receive as salary less than three hundred dollars per school year.

The secretary of the state board of education, in his report for 1904, says,

The plan in the law heretofore left the fixing of salaries absolutely in the hands of the county school board, and as a result the average salary paid in the state was less than the amount now fixed as a minimum. In some counties, where the schools were kept open but seven and one-half months (which was the minimum school year before the revision of the school law), the salaries would average from \$200 to \$275 per annum. With the increase in living expenses teachers with such salaries found themselves embarrassed, and many of them were leaving the school room for a living employment. Fixing a minimum salary of \$300 will have the effect of retaining many capable teachers now in service, and will also attract many to the profession who otherwise would assume work in some other sphere.

\* \* \* \* \* \*

A school year of not less than nine months is inseparably associated with the minimum salary clause. The outlined work of the uniform course of study for all public schools, adopted by the state board of education in 1901, could not be successfully accomplished with a school year less than nine months. The disadvantages of such an arrangement multiplied with each succeeding year, until it became apparent that the requirements of the course worked a great hardship in the schools of counties where the school year was seven and one-half months. By increasing the minimum school year one month and a half the legislature relieved school administration of its greatest difficulty, and this provsion will do more toward unifying school interests, and accomplishing the ends which go to make up a system than any other part of the school law. All schools must now live up to the requirements of the curriculum.

#### MINIMUM SALARY LAW OF PENNSYLVANIA

In Pennsylvania two important acts have been passed regulating the salaries paid school teachers; the first, approved April 4, 1899, fixed the minimum school term at seven months, the second, approved April 9, 1903, fixed the minimum rate of salary at \$35 per month, thus making the minimum yearly salary \$245. This latter law did not go into effect until June 1, 1904. Most of the returns which make up this report were for an earlier date in the same school year, but a minimum limit of \$35 would naturally not affect many cities or towns above 8,000 population.

The two acts referred to are as follows:

The minimum school term shall be seven months, and after the close of the school year ending on the first Monday of June, one thousand eight hundred and ninety-nine, school directors or controllers shall keep the schools of their respective districts in operation at least seven months each year: *Provided*, That the length of the annual term may remain as at present in districts where the maximum amount of tax allowed by law to be levied for school purposes, together with the amount of state appropriation to which the said districts are entitled, shall be found sufficient to keep the schools open a greater length of time than six months.

AN ACT regulating the minimum rate of salary of school teachers in the Commonwealth of Pennsylvania, where school districts receive state appropriations.

Section 1. On and after the first day of June, one thousand nine hundred and four, the minimum salary of school teachers, teaching in the public schools of this Commonwealth, shall be thirty-five dollars per month.

Sec. 2. It shall be the duty of the president and secretary of the school board, of each school district in this Commonwealth, to make report, under oath, to the superintendent of public instruction, that the requirements of this act have been fully complied with.

Sec.3. Every school district of this Commonwealth failing to comply with the requirements of this act, shall forfeit its state appropriation for the whole time during which this act has been violated.

#### MINIMUM SALARY LAW OF WEST VIRGINIA

The West Virginia law, passed February 20, 1901 and in effect 90 days later, establishes a minimum salary according to the grade of the teacher's certificate. It is as follows:

The boards of education of the several districts shall hold their first meeting for each school year on the first Monday in July. At this meeting they shall determine the number of teachers that may be employed in the several subdistricts, and fix the salaries that shall be paid to the teachers. In determining the salaries, they shall have regard to the grade of teachers' certificates, fixing to each grade the salary that shall be paid to teachers of said grades in the several subdistricts as follows: Teachers having certificates of the grade of number one shall be paid not less than \$30 per month; those holding certificates of the grade of number two, not less than \$25 per month; and those holding certificates of the grade of number three, not less than \$18 per month. And the trustees of the several subdistricts shall in no case transcend or diminish the salaries so fixed in any contract they may make with teachers.

The grading of teachers' certificates is regulated by an act passed February 27, 1903 and taking effect 90 days later. The provisions covering this subject are as follows:

Applicants for teachers' certificates shall be required to pass an examination in all the branches required to be taught in the primary free schools of this state, and upon which they are now required to pass examination by law. . . . Three grades of certificates shall be issued, based upon the following scale: First grade certificates shall be issued to all applicants who attain a general average of 90 per cent. on a scale of 100 per cent., and not less than 75 per cent. on any one branch; second grade certificates shall be issued to all applicants who attain a general average of 80 per cent. and not lower than 70 per cent. on any one branch; third grade certificates shall be issued to all applicants who attain a general average of 70 per cent. and not lower than 60 per cent. on any one branch.

# EARNINGS IN TEACHING AND IN OTHER OCCUPATIONS

Comparison is often made of the salaries paid teachers with the wages paid in other occupations. Certain difficulties suggest themselves in the way of an entirely satisfactory comparison in many cases. The teacher is actively engaged in the work of teaching for not more than 40 weeks and usually receives an annual salary from which the expenses of the 52 weeks of the year must be paid. The teacher, however, is expected, and in not a few cases required, to spend her vacation in rest, or at least not at any occupation, although in many cases she is encouraged to give a part of it to self-improvement in a summer school. In most other occupations, with which comparison might be made, the pay is by the day, week, or month, and in many cases the year's work will for one reason or another fall short of full 52 weeks.

A comparison with one other class of municipal employees for which statistics are available can be made, namely, laborers on street and sewer work. These employees are paid by the day, it is true, but in this class of work, employment is quite steady, many being employed throughout the year. In the following table are shown the average hours of work per week, the average wages per hour, and the average weekly earnings of municipal laborers on street and sewer work, and the minimum salary paid women teachers in elementary schools in 48 cities in various parts of the country. Both classes of employees are paid by the same employer—the municipality. The figures showing average hours per week and average wages per hour are from the Nineteenth Annual Report of the Commissioner of Labor.

From the following table it will be seen that on the basis of 50 weeks of work during the year the earnings of the laborers would in nearly every city exceed those of the lowest paid elementary teachers. The exceptions to this are only four—Chicago, Ill., Columbus, Ga., Meridian, Miss., and Washington, D. C. In the cases of Columbus and Meridian, all the laborers are of course colored, while the teachers are white. In many cases the laborer's pay is greatly in excess of the teacher's minimum.

The wages of laborers here given represent, it should be remembered, the earnings of the commonest untrained labor, while in scarcely any city of importance can a man or woman secure a position as teacher without some previous experience or special preparation. In many of the important cities, too, preliminary to this special preparation a high school education is required. For example, candidates for the place of teacher in the elementary schools of Baltimore before being permitted to take the required competitive examination "must have completed the course in one of the Baltimore training schools for teachers, or a course in some other training school whose standard of admission and whose requirements are equivalent to those of the Baltimore training schools; or they must have taught acceptably for two years, and must have passed an examination in the following

# EARNINGS OF MUNICIPAL STREET LABORERS AND ELEMENTARY TEACHERS COMPARED FOR 48 CITIES

[Average hours per week and wages per hour from Nineteenth Annual Report of the Commissioner of Labor.]

	Laborers (Mu	NICIPAL), STREE	ts and Sewers	Minimun Yearly
Сітч	Average Hours Per Week	Average Wages Per Hour	Average Weekly Earnings	Salaries of Teachers i Elementar Schools
lloghana Pa	.0	\$0,2188	\$-0.40	<b>4</b>
Allegheny, Pa	48 58		\$10.52 6.20	\$500
Augusta, Ga	60	. 1034	8.05	250
		.1341		289
Boston, Mass	44	.2742	12.06	552
uffalo, N. Y	4,	. 1875	9.00	400
urlington, Vt	54	. 1667	9.00	216
amden, N. Jharleston, S. C	60	. 1500	9.00	400
narleston, S. C	60	.1134	6.80	300
hicago, Ill	60	. 1588	9.53	550
incinnați, O	48 -	.2057	9.87	400
leveland, O	48	.2000	9.60	475
olumbus, Ga	60	890ء	5.34	500
ast St. Louis, Ill	60	.1750	10.50	400
vansville, Ind	48	. 1875	9.00	350
reat Falls, Mont	48	.3125	15.00	713
larrisburg, Pa	60	.1500	0.00	345
artford, Conn	54	.2105	11.37	400
incoln, Neb	48	. 1875	0.00	360
os Angeles, Calif	48	.2500	12.00	540
owell, Mass	51.37	.2207	11.34	500
Ianchester, N. H	54	. 1667	0.00	350
Iemphis, Tenn	48	.1875	0.00	360
Ieridian, Miss	60	.1000	6.00	383
Inneapolis, Minn	48	.2313	11.10	450
Tobile, Ala	54	. 1667	0.00	432
Iontgomery, Ala	60	.0833	5.00	240
Vashua, N. H.	60	.1525	9.15	400
Vashville, Tenn	54	.1323	7.50	300
lew Haven, Conn		.1978	10.68	300
lew Orleans, La	54	.1978	0.62	
New York, N. Y. (incl. Brooklyn)	49.50		12.62	315
Omaha, Neb	49·77 48	.2535	10.80	540
	48	,2000	0.60	380
eoria, Illhiladelphia Ba		.2222	10.06	350
hiladelphia, Paittsburg, Pa	45.29 48	.2188		470
ortland, Me		.1833	10.50	350
	54 60		9.90	(a)
rovidence, R. I		.1534	9.20	400
	54	. 1667	9.00	325
ichmond, Va	56	. 1607	9.00	297
t. Louis, Mo	48	. 1875	9.00	420
t. Paul, Minn	48	. 1875	9.00	400
an Francisco, Calif	48	.3125	15.00	600
eattle, Wash	48	.2906	13.95	5,50
ioux Falls, S. D	48	.2000	9.60	(a)
acoma, Wash	48	.2313	11.10	500
Vashington, D. C	48	. 1916	9.20	500
Villiamsport, Pa	54	.1650	8.91	405
Vilmington, Del	60	. 1500	9.00	350

a No data obtainable.

subjects: English, including grammar, composition and literature; history and civics, arithmetic, algebra, plane geometry, physics or botany or zoölogy, geography, physiology and hygiene." For all of this the pay at beginning is \$300 a year, with three annual advances of \$48 and one of \$60.

The hours of work required of the teacher vary with conditions. Mr. W. A. Millis, superintendent of schools for Crawfordsville, Ind., in the report of the schools of that city for 1904, makes an estimate for the schools of his city of the length of the teacher's day. "They are required to be in their respective class rooms in charge of pupils, in the primary grades,  $5\frac{1}{4}$  hours, the intermediate grades,  $5\frac{3}{4}$  hours, the grammar grades, 6 hours, the high school,  $6\frac{1}{4}$  hours. Adding to the above the additional time required for

planning lessons, reading and correcting exercises and for professional calls, the total will bring the average teacher's 'working day' up to ten hours."

It may be of interest in this connection to see the wages paid skilled labor in some of the cities covered by this report. The wages paid molders in jobbing and machinery foundries—an occupation where wages are medium rather than high, as skilled labor goes—may be taken as an example. The following table, showing for 103 cities the minimum wage-rates of molders and the hours of labor in jobbing and machinery foundries in the United States, was published by the National Founders' Association (an association of employers) and is here reproduced from the Bulletin of the United States Bureau of Labor for March, 1904:

MINIMUM WAGE RATES OF MOLDERS AND HOURS OF LABOR IN JOBBING AND MACHINERY FOUNDRIES

	Mor	DERS' MIN WAGES	NIMUM		Molders' Minimum Wages			
Сіту	Floor	Bench	Hours of Labor	Сітч	Floor	Bench	Hours of Labor	
Akron, Ohio	\$2.90	\$2.90	10	Newburg, N. Y Newark, N. J	\$3.00	\$2.75	10	
Albany, N. Y	3.00	3.00	9	Newark, N. J	2.90	2.65	9	
Alliance, Ohio	2.75	3.00	9	Newcastle, Pa	3.00	3.00	9	
Anaconda, Mont	4.00	4.00	9	New Haven, Conn	2.75	2.75	10	
Ansonia, Conn	2.75	2.50	9	New London, Conn	2.75	2.75	9	
Auburn, N. Y	2 65	2.65	9	New Orleans, La	3.00	3.00	9	
Baltimore, Md	2.75	2.75	9	New York, N. Y	3.00	2.75	9,	
Battle Creek, Mich	2.75	2.75	10	Omaha, Neb	3.05	- 00	92	
Barberton, Ohio	2.90	2.90	10	Omaha, Neb		2.88	9	
Beaumont, Tex	2.75 3.50	2.75 3.50	9	Peoria, Ill	2.90 3.00	2.70	10	
Beloit, Wis	2.90	2.75	10	Peekskill, N. Y.	3.00	3.00	10	
Bessemer, Ala	3.00	3.00	9	Philadelphia, Pa	2.00	2.75	10 Q	
Birmingham, Conn	2.75	2.50	. 9	Pittsburg, Pa	3.00	3.00	9	
Birmingham, Ala	3.00	3.00	10	Plainfield, N. J	2.75	2.75	9	
Boston, Mass	2 75	2.75	9	Portland, Ore	3.50	3.50	9,	
Bridgeport, Conn	2.75	2.50	ó	Poughkeepsie, N. Y	3.00	2.75	9	
Brooklyn, N. Y	3.00	2.75	9	Providence, R. I	2.75	2.57	10	
Buffalo, N. Y	2.80	2.80	10	Quincy, Ill	2.75	2.75	9	
Butte, Mont	4.00	4.00	9	Racine, Wis	2.85	2.65	10	
Camden, N. J	2.75	2.75	10	Richmond, Ind	2.65	2.65	10	
Chester, Pa	3.00	3.00	10	Rochester, N. Y	2.75	2.75	9	
Chicago, Ill	3.00	3.00	9	San Antonio, Tex	3.00	3.00	9	
Cincinnati, Ohio	3.20	3.00	10	San Francisco, Calif	3.25	3.25	9	
Cleveland, Ohio	3.00	3.00	10	Saginaw, Mich	2.75	2.75	9	
Cold Spring, N. Y	3.00	2.75	10	Salem, Mass	2.75	2.75	9	
Colorado Springs, Colo.	3.50	3.50	9 10	Salem, Ohio	2.75	2.75	9	
Dallas, Tex	2.85 3.00	2.85 3.00		Seattle, Wash	2.75	2.75	10	
Dayton, Ohio	2.00	2.65	9 10	Seneca Falls, N. Y	3.50	3.50 2.60	9 10	
Denver, Colo	3.50	3.50	9	Sing Sing, N. Y	2.75	2.75		
Derby, Conn	2.75	2.50	9	Springfield, Mass	2.75	2.75	$\frac{9}{9^{\frac{1}{2}}}$	
Detroit, Mich	3.00	2.80	10	Springfield, Mo	3.00	3.00	92	
Elizabeth, N. J	3.00	3.00	0	Springfield, Ill	2.00	2.00	10	
Erie, Pa	2.80	2.80	10	Springfield, O	2.00	2.65	10	
Eureka, Calif	3.50	3.50	9	St. Joseph, Mo	2.85	2.85	9	
Fort Worth, Tex	3.25	3.25	9	St. Louis, Mo	3.00	2.90	9	
Iancock, Mich	3.10	3.10	9	St. Paul, Minn	2.88	2.88	9	
Hartford, Conn	2.75	2.75	9	Syracuse, N. Y	2.70	2.70	9	
Holyoke, Mass	2.75	2.75	10	Tacoma, Wash	3.50	3.50	9	
Houston, Tex	3.30	3.30	9	Toledo, Ohio	2.75	2.75	10	
ndianapolis, Ind	3.00	2.80	10	Trenton, N. J	2.75	2.75	9	
ackson, Mich	2.75	2.75	10	Troy, N. Y	3.00	3.00	9	
ersey City, N. J	3.00	2.75	9	Utica, N. Y	2.75	2.75	9	
ynn, Mass	2.75	2.75	9	Washington, D. C Waterbury, Conn	2.75	2.75	9	
Long Island City, N. Y. Memphis, Tenn	3.00	2.75	9	West Superior, Wis	2.75	2.75	9	
Los Angeles, Calif	3.25	3.25 3.372	9	Wilmington, Del	$\frac{2.00}{2.47\frac{1}{2}}$	2.88	9	
Mount Vernon, O	3·37½ 2.85	2.85	10	Windsor Locks, Conn.	2.4/2	2.47½ 2.75	9	
Milwaukee, Wis	3.00	2.80	10	Warren, Ohio	2.75	2.75	9	
Ainneapolis, Minn	2.88	2.88	9	Worcester, Mass	3.00	3.00	10	
	2.00	~	10	Youngstown, Ohio	3.00	3.00	10	

# PURCHASING POWER OF SALARIES IN DIFFERENT LOCALITIES

The Eighteenth Annual Report of the United States Commissioner of Labor presented the results of an extended investigation into the cost of living for workingmen's families and the retail prices of the principal staple articles of food used in such families. The object of the investigation into cost of living was to ascertain the cost of housing, fuel, lighting, food, clothing, etc., in the ordinary family in the United States. The object of the investigation into retail prices was to ascertain the changes in the prices of the staple articles of food for a period of years, and thereby to determine as nearly as possible the changes in the cost of living from year to year in the several years covered.

The relative cost of living in the several geographical divisions of the country, as shown by this investigation, may be seen in the following table, which gives the actual average expenditure per individual for various purposes in 11,156 normal families covered by the investigation. These were all workingmen's families. Their condition may be judged in a general way by their yearly income, which was reported as \$651.83 per family for the North Atlantic states, \$560.34 for the South Atlantic states, \$657.30 for the North Central states, \$590.27 for the South Central states, \$819.54 for the Western states, and \$650.98 per family for the entire 11,156 families. The table is as follows:

EXPENDITURE PER INDIVIDUAL FOR VARIOUS PURPOSES IN 11,156 NORMAL FAMILIES, BY GEOGRAPHICAL DIVISIONS

Object of Expenditure	North Atlantic States	South Atlantic States	North Central States	South Central States	Western States	United States
Food. Rent Fuel. Lighting. Clothing. Sundries.	1.88	\$59.13 22.41 6.67 1.31 17.16 28.81	\$67.48 23.67 7.15 1.68 20.22 35.04	\$59.30 23.36 5.54 1.15 18.65 34.30	\$79.42 39.03 9.04 2.08 30.30 34.54	\$67.78 28.48 7.17 1.76 20.34 31.60
Total	\$159.48	\$135.49	\$155.24	\$142.30	\$194.41	\$157.13

[From the Eighteenth Annual Report of the Commissioner of Labor.]

Statistics are not available in sufficient detail to show comparative cost of living in cities in various parts of the country or in the large and small city. As between large cities in various parts of the country a comparison might be made covering food alone, for which retail prices are available, but for the other items, such as rent, clothing, fuel, etc., which go to make up 57.46 per cent. of the total cost of living in the average workingman's family, no figures can be given. These items, moreover, rent especially, are those in which the greatest variation would be found.

As between the large and small city the same is true. Here, too, another element comes in, namely, the differing views as to what are the necessaries

of life, and except in the one item of rent, this explains a large per cent. of the difference in cost in the large city over its smaller neighbor. The standard of living followed by the teacher in New York or Chicago, say, and which is moderate in comparison with that of others in the same city, would be considered extravagant in Oswego or Elgin, even if it were not impossible. Different standards of living, different views as to what is necessary to a comfortable living, which prevail in different cities, make extremely difficult a statistical comparison of cost of living in various cities. No investigation has been made which could form a satisfactory basis for such a comparison and such an investigation would be an undertaking of considerable magnitude.

In the same investigation the changes in the cost of living from year to year were studied by a comparison of retail prices of staple articles of food. The quantities of the various articles of food used in typical workingmen's families which furnished information in detail have been applied to the prices in order to give to each article its importance in the family expenditure. Relative cost of living to the average workingman's family from year to year, so far as food is concerned, is thus shown.

RELATIVE COST OF FOOD, WEIGHTED ACCORDING TO THE AVERAGE FAMILY CONSUMPTION, 1890 TO 1903

[Average cost for 1890-1899=100.]

Year	Relative Cost of Food	Year	Relative Cost of Food
1890	103.8 101.9 104.4 99.7	1897. 1898. 1899. 1900. 1901. 1902. 1903.	96.3 98.7 99.5 100.1 105.2 110.9

The table shows that the lowest price of food during the period covered was in 1896, when according to the weighted relative prices it was 95.5 per cent. of the average price from 1890 to 1899; and that the highest price was in 1902, when it was 110.9 per cent. of the average price for the base period, or 10.9 per cent. above the average price for the ten years 1890 to 1899. As above stated, these figures represent the relative cost of food when the various articles are weighted according to their importance in the family consumption.

But the cost of food, according to the results of the above investigation, represents only 42.54 per cent. of the entire cost of living of the average workingman's family. Of the remaining articles, constituting 57.46 per cent. of the family expenditure, certain ones are, from their nature, affected only indirectly and in very slight degree by any rise or fall in prices. Such are payments on account of principal and interest of mortgage, taxes, property and life insurance, labor and other organization fees, religion, charity, books and newspapers, amusements and vacation, intoxicating liquors, and sickness and death. These together constituted 14.51 per cent. of the family expendi-

ture in 1901 of the 2,567 families furnishing the information in full detail. Miscellaneous purposes, not specified, for which, from their character, no prices are obtainable, made up 5.87 per cent., and rent, for which also no prices for the several years are available, made up 12.95 per cent.

The remaining classes of family expenditure, 24.13 per cent. of all, consist of clothing 14.04 per cent., fuel and lighting 5.25 per cent., furniture and utensils 3.42 per cent., and tobacco 1.42 per cent. For these no retail prices covering a series of years are available but it is probable that the advance of the retail prices was considerably less than the advance in wholesale prices, as the advance in the wholesale prices of 25 articles of food in 1903, as compared with 1896, was 27.9 per cent., while the advance in the retail prices of 25 similar articles or groups of articles, as shown by the results of this investigation, was but 15.3 per cent. An examination of the relative wholesale prices of these classes of articles, giving them their proper weight according to family consumption, leads to the conclusion that the advance in the retail prices of these articles as a whole, comparing 1903 with the year of lowest prices, could have been but little, if at all, greater than the advance in the retail price of food.

If all classes of family expenditures as above be taken into consideration, it is apparently a safe and conservative conclusion, therefore, that the increase in the cost of living, as a whole, in 1903, when compared with year of lowest prices, was less than 15.5 per cent., the increase in the cost of food as shown by the investigation in question. This assumes, of course, always the purchase of the same articles and the same quantities in years of low prices, low wages, and more or less irregular employment, and in years of higher prices, higher wages, and steady employment.

#### TENURE OF OFFICE OF TEACHERS

With regard to the tenure of office of teachers, no specific investigation was made by the committee for the purpose of this report. Upon taking up its work it was found that ample material for information on this subject had already been accumulated by the Bureau of Education and could be placed at the disposal of the committee.

The Commissioner of Education in April and May, 1904, made an investigation of the length of service of teachers in cities of 8,000 population or over, and the tables which embody the results of this inquiry have, through the courtesy of Commissioner Harris, been placed at the disposal of the committee for use in this report.

The inquiries of the Commissioner of Education were directed to ascertaining the length of service of teachers, not only in their present locations, but also their total teaching service regardless of where that service was performed. Reports showing the length of service in their present locations

of men and women teachers were secured from 379 cities and towns, or nearly 70 per cent. of the total 545 in the United States having a population of 8,000 or over. These reports included 52,325 women teachers and 5,390 men teachers, a total of 57,715. Reports showing total length of service as teachers, regardless of where the service was performed, were secured from 333 cities and towns, or 61 per cent. of the total number with a population of 8,000 or over. These reports included 51,350 teachers, of which 46,694 were women and 4,656 were men. From these reports six tables have been prepared by the Bureau of Education showing for each state the number of men, of women, and of men and women combined, who have taught each specified number of years. Two other tables, prepared by the Bureau, present the facts in regard to length of service for certain cities of 100,000 population or over. The titles of these eight tables are as follows:

Table 1.—Total length of service (regardless of where the service was performed) of male teachers in cities of 8,000 population or over, by states.

Table 2.—Total length of service (regardless of where the service was performed) of female teachers in cities of 8,000 population or over, by states.

Table 3.—Total length of service (regardless of where the service was performed) of male and female teachers in cities of 8,000 population or over, by states.

Table 4.—Length of service in their present locations of male teachers in cities of 8,000 population or over, by states.

Table 5.—Length of service in their present locations of female teachers in cities of 8,000 population or over, by states.

Table 6.—Length of service in their present locations of male and female teachers in cities of 8,000 population or over, by states.

Table 7.—Total length of service (regardless of where the service was performed) of teachers in 27 of the 39 cities in the United States of 100,000 population or over.

Table 8.—Length of service in their present locations of teachers in 29 of the 39 cities in the United States of 100,000 population or over.

These eight tables appear at the end of this section of the report.

This inquiry, it will be noticed, was made in April and May, 1904. As this was so near the end of the school year, it was apparently assumed by the school officials in making the reports for a considerable number of cities that the year's service was practically completed, and the returns were made up as if it were in fact completed. This is clearly evident from the fact that the number of teachers reported as having performed less than one year's service is less than half the number of those reported as in their second year of service. This misunderstanding on the part of the school officials, unfortunately, seriously impairs the value of their figures for some of the purposes for which they might be useful. It is impossible to estimate the extent of the error or to say whether a similar error affects the figures given for the longer periods of service as well as those for the first year. The error, however, should be borne in mind in making any comparisons.

The first three of the foregoing tables are devoted to total length of service of teachers in the profession, regardless of where the service was performed, the number of male, of female, and of male and female teachers combined, who have taught each specified number of years, being shown by states.

In order to facilitate the comparison of the figures for men and women the totals of these three tables have been brought together in the following table and percentages calculated showing the relative number who have taught each specified number of years:

TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE SERVICE WAS PERFORMED) OF TEACHERS IN 333 CITIES AND TOWNS OF 8,000 POPULATION OR OVER

	M	EN	Wo	MEN	MEN ANI	Women
• Length of Service	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent of Total
Less than 1 Year	54	1.160	881	1.887	935	1.821
ı year	149	3.200	2,245	4.808	2,394	4.662
2 years	176	3.780	2,768	5.928	2,944	5.733
3 years	212	4.553	2,969	6.358	3,181	6.195
4 years	206	4.424	3,061	6.555	3,267	6.362
years	199	4.274	2,870	6.146	3,069	5.977
years	200	4.206	2,692	5.765	2,802	5.632
years	100	4.081	2,673	5.724	2,863	5.575
3 years	235	5.047	2,424	5.101	2,650	5.178
years	173	3.716	2,153	4.611	2,326	4.530
o years	200	4.480	2,138	4.579	2,347	4.570
ıı years	16o	3.630	1,773	3.797	1,042	3.782
12 years	170	3.651	1,857	3.977	2,027	3.947
13 years	130	2.085	1,574	3.371	1,713	3.336
4 years	158	3.394	1,548	3.315	1,706	3.322
5 years	141	3.028	1,363	2.010	1,504	2.020
6 years	113	2.427	1,160	2.484	1,273	2.479
7 years	117	2.513	1,008	2.352	1,215	2.366
8 years	127	2.728	061	2.058	1,088	2.110
to years	126	2.706	801	1.008	1,017	1.081
o years	165		998	2.137	1,163	2.265
21 years		3.544				
22 years	95 06	2.062	746 660	1.598	841 756	I.638
		1.632	1	1.414		
23 years	76 81		564		640	1.246
24 years		1.740	513	1.099	594	1.157
25 years	101	2.169	500	1.071	601	1.171
26 years	82	1.761	468	1.002	550	1.071
27 years	78	1.675	389	.833	467	.910
28 years	60	1.289	317	.679	377	.734
o years	48	1.031	318	.681	366	.713
30 years	83	1.783	360	.771	443	.863
gr years	42	. 902	274	. 587	316	.615
32 years	28	.601	234	.501	262	.510
33 years	38	.816	221	.473	259	. 504
34 years	31	.666	196	.420	227	. 442
35 years	36	.773	155	.332	101	.372
36 years	37	.795	121	.259	158	. 308
gy years	24	.515	105	.225	129	.251
38 years	17	. 365	89	. 191	106	. 206
39 years	14	.301	84	.180	98	.191
40 years or over	161	3.458	283	.606	444	.865
Total	4,656	100.000	46,694	100.000	51,350	100.000

An examination of the foregoing table shows that 50 per cent. of all the male teachers had been engaged in teaching less than 13 years, while of the female teachers 53 per cent. are found to have been in the profession less than 10 years; for all the teachers in these 333 cities considered together 51.7 per cent. had taught less than 10 years. The teachers of long service constituted a considerable proportion of the total number, 3.5 per cent. of the men and 0.6 per cent. of the women having taught 40 years or over, while 10 per cent. of the men and 4.5 per cent. of the women had taught 30 years or over.

The average length of service can not be calculated with absolute accuracy from these tables, as the exact length of service of those reported as having taught 40 years or over is not known. If, however, all such are assumed

to have taught exactly 40 years, the error in the average for the entire number of teachers will be very small, probably not exceeding three-tenths of a year at most. Assuming, then, 40 years as the length of service of all reported as having taught "40 years or over" and 1 year as the length of service of all reported under "less than 1 year," the average length of service is found to be for the 4,656 men, 14.7 years, for the 46,694 women 11.1 years, and for the 51,350 combined, 11.4 years.

A summary of the foregoing facts in regard to length of service in the 333 cities and towns reporting in regard to total service (regardless of where the service was performed) may be more readily understood from the briefer table, where the years of service are grouped into five- and ten-year periods:

TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE SERVICE WAS PERFORMED) OF TEACHERS IN  $_{333}$  CITIES AND TOWNS OF  $_{8,000}$  POPULATION OR OVER

	M	EN	Wo	MEN	Men ani	Women
LENGTH OF SERVICE	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 5 years 5 to 9 years inclusive. 10 to 14 years, inclusive. 15 to 19 years, inclusive. 20 to 29 years, inclusive. 30 to 39 years, inclusive. 40 years or over.	797 997 845 624 882 350	17.1 21.4 18.2 13.4 18.9 7.5 3.5	11,924 12,812 8,890 5,473 5,473 1,839 283	25.5 27.4 19.1 11.7 11.7 4.0 0.6	12,721 13,809 9,735 6,097 6,355 2,189	24.8 26.9 18.9 11.9 12.4 4.2
Total	4,656	100.0	46,694	100.0	51,350	100.0

In order that a comparison of the total service of teachers in the various states may be possible, a summary has been made with the years of service grouped into five- and ten-year periods, as in the table immediately preceding. The average length of service is also shown in this table.

The longest average service, 14.1 years, is reported for Florida, but this covers only one city with 20 teachers. Kentucky reports 13.3 years average service for the teachers of 6 cities with 894 in number. The shortest average service reported is 6.3 years for one city with 108 teachers in Utah; Texas and South Carolina come next with an average of 7.9 years.

PER CENT. OF MALE AND FEMALE TEA CHERS WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS, BY STATES

	Num-	Num- ber	PER C		Total Teachin				VHOSE	Average
State	ber of Cities	of Teach- ers	Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	Years of Service
North Atlantic		1								
Maine	4	252	36.q	26.2	12.7	6.8	15.0	2.0	0.4	9.5
New Hampshire	6	432	32.7	22.7	18.3	11.6	11.8	2.0	.0	10.3
Vermont	1	78	25.6	21.8	16.7	14.1	18.0	3.8		11.7
Massachusetts	34	7,350	22.3	23.6	19.2	12.0	13.8	7.I	2.0	12.9
Rhode Island	5	983	30.5	26.6	14.4	10.5	10.3	6.2	1.5	11.1
Connecticut	11	1,070	29.6	28.5	16.9	10.0	11.2	3.2	0.6	10.2
New York	29	3,565	20.7	26.6	19.7	13.6	13.5	4.9	1.0	12.2
New Jersey	20	3,711	27.3	27.6	16.0	10.4	12.4	5.2	I.I	11.3
Pennsylvania	32	3,783	24.4	28.2	18.2	11.0	12.5	4.7	1.0	11.4
Total	142	21,224	24.4	26.0	18.1	11.6	13.0	5.6	1.3	11.9

PER CENT. OF MALE AND FEMALE TEACHERS WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS, BY STATES—Continued

	Num-	Num- ber	PER		TOTAL TEACHI				HOSE	Average
State	ber of Cities	or Teach- ers	Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	Years of Service
SOUTH ATLANTIC										
Maryland	I	21	47.6	23.8	23.8			4.8		7.3
Dist.of Columbia	1	1,374	29.5	23.6	21.2	9.6	11.1	4.5	- 5	10.9
Virginia	3	368	25.3	23.4	17.6	13.6	14.4	5.2	5	11.8
WestVirginia North Carolina	I	151	25.8	15.9	31.8	11.3	13.2	1.3	- 7	11.5
South Carolina	2 2	72 84	27.8	26.4 32.1	22.2 27.4	11.1 2.4	8.3 6.0	2.8	1.4	7.9
Georgia	5	722	32.I 30.7	27.0	27.4	10.1	7.8	2.4		0.6
Florida	3	20	25.0	10.0	10.0	5.0	50.0	2.4		14.1
Total	16	2,812	20.2	24.3	21.5	10.1	10.7			10.6
	10	2,012	29.2	24.3	21.5	10.1	10.7	3.7	.5	10.0
SOUTH CENTRAL Kentucky	6	0						6 -		
Tennessee		894 187	19.9 30.0	19.0	22.9	17.3	12.7	6.7	1.5	13.3
Alabama	3	1114	35.1	22.8	23.0	10.5	7.0	3.5	5	9.3
Mississippi	ī	100	30.0	14.0	15.0	8.0	28.0	5.0		12.7
Louisiana	2	845	20.0	24.3	18.1	6.5	12.5	6.0	1.8	11.8
Texas	4	170	25.3	45.9	17.1	7.0	4.7			7.9
Arkansas	2	112	27.7	43.7	14.3	6.3	8.6			8.2
Oklahoma	I	46	13.0	45 · 7	26.0	10.9	4.4	• ; • •		9.9
Total	21	2,468	25.8	24.2	20.1	11.4	12.0	5 · 3	1.2	11.7
NORTH CENTRAL.										
Ohio	28	5,482	21.1	26.0	18.5	.12.8	15.2	5.3	1.1	12.6
Indiana	18	2,249	24.8	27.9	19.5	11.8	12.6	3.0	• 4	11.0
Illinois	19	1,492	25.0	28.6	17.7	13.6	11.7	2.9	.5	10.8
Michigan Wisconsin	21	2,902	28.6	28.5	19.3	11.2	9.7	2.6 1.6	.I	10.0
Minnesota	17	2,294 1,042	29.4 10.1	3I.3 3I.2	17.0	11.9	8.5	1.0	.3	9.4
Iowa	5 10	1,123	25.0	32.3	19.7	12.0	8.5	2.5	.0	10.1
Missouri	7	2,458	31.7	21.3	18.2	10.1	13.0	4.8	.9	11.1
Nebraska	2	320	27.2	32.8	21.2	11.6	6.6	1.6		9.1
Kansas	6	632	26.3	29.4	21.5	12.3	9.3	1.1	.1	9.8
Total	133	20,894	25.2	27.8	19.0	12.1	12,0	3.4	٠5	11.0
WESTERN.										
Montana	3	176	24.4	35.8	18.8	15.3	5 · 7			9.0
Wyoming	1	36	30.6	19.4	27.8	11.1	11.1			10.0
Colorado	5	1,208	17.2	30.4	22.9	14.2	12.0	02.4		11.4
Utah	1	108	42.6	37.1	11.1	4.6	4.6	• • • • •		6.3
Oregon	2 I	448 369	17.2	33.3	23.4	12.9 16.5	12.5	·7 1.6		10.8
California	8	1,607	17.9 21.9	33.9 28.3	15.7 20.3	13.9	13.6	2.2	.0	11.5
Total	21	3,952	20.3	30.5	20.8	13.9	12.5	1.8	`.2	11.0
*Total for U. S.	333	51,350	24.8	26.0	18.0	11.0	12.4	4.2	.0	11.4

Tables 4, 5, and 6 present in the same form as tables 1, 2, and 3 similar facts in regard to length of service in their present locations of men and women teachers separately and in combination.

The following table presents in comparison the totals of the three tables with percentages showing the relative number who have taught in their present locations each specified number of years:

LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN 179 CITIES AND TOWNS OF 8,000 POPULATION O.2 OVER

	M	EN	Wo	MEN	MEN ANI	Women
Length of Service	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cen of Tota
Less than 1 year	231	4.286	1,784	3.400	2,015	3.401
ı vear	608	11.280	5,010	0.502	5,627	9.750
2 years	579	10.575	5,017	9.588	5,587	0.681
3 years	466	8.647	4,230	8.084	4,606	8.136
4 y :ars	346	6.410	3,836	7.331	4,182	7.246
5 years	313	5.807	3,349	6.400	3,662	6.345
6 years	280	5.105	2,800	5.351	3,080	
7 years	221	4.100	2,640	5.045	2,861	5.337
8 years	211	3.915	2,363	4.516		4.957
o v a.s	210	3.896	2,125	4.510	2,574	4.460
o vears	177	3.284			2,335	4.046
ı years			1,933	3.694	2,110	3.65
	163	3.024	1,693	3 235	1,856	3.216
2 years	145	2.690	1,724	3.295	1,869	3.238
3 years	138	2.560	1,472	2.811	1,610	2.790
4 years	III	2.050	1,403	2.681	1,514	2.623
5 years	127	2.356	1,202	2.297	1,329	2.303
years	85	1.577	957	1.829	1,042	1.80
years	79	1.466	924	1.766	1,003	1.73
8 years	85	1.577	819	1.565	904	1.560
g years	61	1.132	739	1.412	800	1.386
o years	86	1.596	795	1.519	881	1.526
ı years	67	1.243	613	1.171	680	1.178
2 years	62	1.150	553	1.057	615	1.066
3 years	43	. 798	470	.898	513	.880
4 years	54	1.002	401	. 766	455	. 788
5 years	51	.046	386	. 738	437	.757
5 years	31	.575	393	.751	424	.735
7 years	39	.723	310	.610	358	.620
years	20	.538	255 a	.487	284	. 492
years	34	.631	277	.529	311	. 539
years	44	.816	306	.585	350	.606
vears	20	.538	244	.466	273	.473
years	22	.408	220	.438	251	.435
years	24	.445	108	.378	222	.385
years	22	.498	170	.342	201	.348
years	20					
years	23	.371	132	.252	152	.263
years		.427	97			
	13	.241	90	.172	103	. 178
3 years	16	.297	69	.132	85	.147
years	11	.204	71	. 136	82	.142
years or over	43	. 798	219	.419	262	- 453
Total	5,390	100.000	52,325	100.000	57,715	100.000

It will be seen that 52.2 per cent. of the men teachers had been teaching in their present locations less than seven years, while of the women teachers 49.8 per cent. had been teaching that number of years; for men and women teachers together almost exactly 50 per cent. had been engaged in their present locations six years or less.

The average length of service (calculated as previously explained) in their present locations was for 5,390 men teachers 9.3 years, for 52,325 wo.nen teachers 9.1 years, and for all teachers 9.1 years.

The teachers of long service are naturally not as numerous when only service in present location is considered as when all service is taken into account. The number, however, is still considerable. Of the men, o.8 per cent., and of the women o.4 per cent. had taught in their present locations for 40 years or more, while the men who had taught 30 years or over constituted 4.95 per cent. and the women 3.5 per cent.

The length of service in their present locations of the teachers in these

379 cities may be more conveniently studied in the summary which gives the service by five- and ten-year periods. This summary table is as follows:

LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN  $_{379}$  CITIES AND TOWNS OF  $_{9,000}$  POPULATION OR OVER

4	M	EN	Wo	MEN	Men ani	Women
Length of Service	Number	Per cent. of Total	Number	Per cent. of Total	Number	Per cent. of Total
Less than 5 years 5 to 9 years, inclusive 10 to 14 years, inclusive 15 to 19 years, inclusive 10 to 29 years, inclusive 10 to 29 years, inclusive 10 years or over	2,221 1,235 734 437 496 224 43	41.2 22.9 13.6 8.1 9.2 4.2 .8	19,886 13,277 8,225 4,641 4,462 1,615 219	38.0 25.4 15.7 8.9 8.5 3.1	22,107 14,512 8,959 5,078 4,958 1,839 262	38.3 25.1 15.5 8.8 8.6 3.2
Total	5,390	100.0	52,325	100.0	57,715	100.0

To render easier the comparison of length of service in their present locations of teachers in the various states, the following table has been made. It presents the teachers classified according to service into five- and ten-year periods and by states. The average length of service is also shown for each state:

PER CENT. OF MALE AND FEMALE TEACHERS WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS, BY STATES

	Num-	Num- ber	PER C		Total N t in The				Have	Aver-
STATE	ber of Cities	of Teach- ers	Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	Years of Ser- vice
North Atlantic										.
Maine	5	301	44.2	24.2	13.0	6.6	10.0	1.7	0.3	8.1
New Hampshire	5 8	560	38.0	26.4	17.0	8.6	7.7	1.8	.5	8.7
· Vermont	1	78	35.9	28.2	14.1	6.4	1.1	1.3		9.1
Massachusetts	39	7,925	35.0	23.7	15.3	9.0	10.2	5.0	. 9	10.5
Rhode Island	7	1,225	34.8	28.0	13.6	8.7	8.0	4.8	1.2	0.0
Connecticut	12	1,140	40.4	27.1	14.1	7.8	8.í	2.2	• 3	8.4
New York	34	4,324	33.6	24.7	15.0	10.3	10.3	4.4	.8	10.3
New Jersey	21	3,811	40.5	24.4	12.6	8.1	9.8	4.2	.4	9.2
Pennsylvania	41	4,891	31.1	27.4	16.5	9.4	10.6	4.3	- 7	10.3
Total	168	24,255	35.2	25.2	15.1	9.1	10.0	4.7	.7	10.0
South Atlantic										
Maryland	2	202	42.I	20.8	15.4	11.7	.7	.3		6.8
Dist. of Columbia	1	1,374	33.8	22.2	20.5	0.0	10.2	3.9	.4	10.2
Virginia	4	475	31.5	22.0	18.1	13.0	10.1	4.0	. 2	10.2
West Virginia	2	401	56.2	26.5	13.2	3.3	.8			5.4
North Carolina	2	72	61.1	27.7	6.g	4.1				4.3
South Carolina	2	84	55.9	33.3	5.0	2.3	2.3			5.0
Ge rgia	5	721	38.6	26.2	20.0	7.5	6.1	1.5	. 1	8.3
Florida	I	20	30.0	10.0	5.0	5.0	50.0			13.8
Total	19	3,529	39.3	24.6	18.0	8.4	7.1	2.4	.2	8.6
SOUTH CENTRAL										
Kentucky	6	804	26.3	18.o	21.0	15.6	11.1	6.0	1.1	12.1
Tennessee	4	417	39.3	15.8	20.1	15.6	8.6	.3	.3	0.0
Alabama	3	141	44.0	22.0	10.1	5.7	8.5		.7	7.8
Missi sippi	1	100	31.0	18.0	16.0	8.0	27.0	:::		10.0
Louisiana	2	845	20.2	25.0	18.1	6.5	12.5	6.0	1.8	11.8
Texas	6	357	48.2	27.5	13.4	6.7	3.6	.6		6.5
Arkansas	2	112	44.6	37.5	14.3	2.7	3.0			5.6
Oklahoma	ī	46	52.2	43.5	4.3	2.7				4.6
Total	25	2,912	33.8	22.5	18.3	10.4	10.1	4.0	.9	10.3

PER CENT. OF MALE AND FEMALE TEACHERS WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS, BY STATES—Continued

	Num- ber	Num- ber	PER C	TAUGHT	TOTAL N	umber o ir Prese	F TEACH	ERS WHO	HAVE	Aver-
State	of Cities	of Teach- ers	Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40 Yrs. or over	Years of Ser- vice
North Central						1	,			
Ohio	20	5,013	33.3	26.4	16.4	10.6	10.0	3.0	.3	9.8
Indiana	20	2,502	42.6	24.3	13.8	8.1	8.7	2.3	.3	8.4
Illinois	22	1,601	41.2	26.5	14.6	8.8	6.0	1.8	.2	8.1
Michigan	21	2,004	42.3	25.1	16.4	8.1	6.5	1.5	.1	8.0
Wisconsin	18	2,339	45.5	26.0	14.5	7.0	5.1	.9	.1	7.2
Minnesota	5	1,042	43.2	23.4	16.0	9.7	5.8	1.0		7.8
Iowa	11	1,230	42.1	24.4	16.2	0.1	6.2	I.Q	. 1	8.2
Missouri	8	3,178	35.2	23.3	16.8	0.2	11.0	3.8	.7	10.1
Nebraska	2	320	58.1	26.6	11.3	2.8	1.2			5. I
Kansas	7	685	48.2	24.1	14.4	8.7	4.1	.4		6.9
Total	143	22,803	39.7	25.2	15.7	9.0	8.0	2.2	. 2	8.7
Western										
Montana	3	176	71.6	18.2	8.0	1.1	T.T			3.7
Wyoming *	T	36	61.1	22.2	11.1	5.6				4.8
Colorado	5	1,206	51.2	26.3	12.7	5.8	3.0	. 1		6.3
Utah	I	108	60.2	28.7	9.3	Ĭ	ĭ.8			4.5
Washington	3	491	56.2	26.5	13.2	3.3	.8			5.4
Oregon	I	369	40.1	32.5	16.8	7.1	3.0	.5		7.2
California	10	1,830	47.5	26.9	13.5	6.5	5.2	• 4		6.8
Total	24	4,216	50.4	26.8	13.2	5.6	3.8	.2		6.3
Total for U. S	379	57,715	38.3	25.1	15.5	8.8	8.6	3.2	-5	. g. r

As with total service, Florida and Kentucky report the longest average service in present locations, namely, 13.8 and 12.1 years respectively. The shortest average service in present locations is reported for Montana as 3.7 years.

The figures which show length of service in present location are for 379 cities, while those which show entire length of professional service are for The numbers, however, in both cases are sufficiently large to justify their being accepted as representative and to permit comparisons to be made. The average length of service in present locations for women teachers has been seen to be q. I years, while the average total length of service, regardless of where the service was performed, was II.I years, a difference of only 2 years; for men teachers the average in present location was 9.3 years. while the average total length of service was 14.7, a difference of 5.4 years; for all teachers (both men and women) the average in present locations was 9.1 years, and for total service was 11.4 years, a difference of 2.3 years. In the light of these facts it would appear that tenure in cities is fairly secure and that moving about from place to place is not one of the striking characteristics of the woman teacher. The men, it appears, have had practically the same length of service as the women in their present locations, but they have had a considerably longer service when their total professional experience in all locations is considered. It is probable that this is due to the fact that the male teachers are more likely to be tempted from the localities in which they begin by offers of higher salaries.

Tables 7 and 8 present, respectively, the facts in regard to entire length of service and service in their present locations for teachers in certain cities of 100,000 population or over. In these tables the facts are not given for men and women teachers separately, but only for all teachers combined. In order that comparison may be made of length of service in present locations and of the total service, regardless of where performed, a table has been made bringing into comparison the facts for the 27 cities reporting as to both kinds of service. The names of the 27 cities may be seen in Tables 7 and 8. Kansas City, Mo., and Syracuse, N. Y., which reported as to service in present locations, but not as to total service, are not included in this comparison. The table gives in parallel columns the number and per cent. of teachers who have taught each specified number of years in their present locations and in all locations. The table follows:

LENGTH OF SERVICE OF TEACHERS IN TWENTY-SEVEN OF THE THIRTY-NINE CITIES IN THE UNITED STATES OF 100,000 INHABITANTS OR OVER

Length of Service	Service in Loca	N PRESENT TIONS	TOTAL SERVICE (Regardless of where Performed)		
-	Number of Teachers	Per cent. of Total	Number of Teachers	Per cent of Tota	
and them are seen		04		60	
ess than 1 year	740	3.286	465	2.068	
year	1,672	7.426	987	6.389	
years	1,860	8.260	1,225	5.448	
3 years	1,655	7.350	1,279	5.688	
years	1,573	6.986	1,315	5.848	
years	1,259	5.591	1,165	. 2.181	
years	1,194	5.303	1,140	5.070	
years	1,152	5.116	1,207	5.367	
3 years	1,031	4.579	1,105	4.914	
years	997	4.428	991	4.407	
years	852	3.784	922	4.100	
years	796	3.535	862	3.833	
years	769	3.415	876	3.896	
years	651	2.891	764	3.397	
years	629	2.794	765	3.402	
; years	538	2.389	639	2.842	
years	460	2.043	552	2.455	
years	434	1.928	555	2.468	
years	368	1.634	400	2.210	
years	370	1.643	470	2.000	
years	399	1.772	520	2.353	
years	310	1.377	417	1.854	
years	202	1.207	362	1.610	
years	231	1.026	343	1.525	
years	211	937	287	1.276	
years	205	.010	272	1.210	
years	245	1.088	330	1.468	
years	204	.006	260	1,106	
years	120	.573	105	.867	
years	163	.724	200	.020	
years	157	.607	203	. 903	
years.	145	.644	168	.747	
years	130	.617	150	.667	
years	120	.533	151	.671	
years	115	.511	130	.618	
years	77	.342	100	.445	
years	71	.315	08	. 445	
years	63	.280	86	.382	
years	44	.195	61	.302	
years	47	.193	60	.267	
years or over	150	.666	275	I.223	
Total	22,517	100.000	22,487	100.000	

It will be noticed that the number of teachers accounted for in the two statements is not the same, the length of service in present locations of 22,517

having been reported, while the report of total service failed to account for 30 of these teachers. This number, however, is relatively so small that it may safely be ignored in the comparison of the two sets of figures.

Examining the percentage figures relating to total service, it will be seen that 23.5 per cent. of all the teachers had taught less than 5 years, and that 24.9 had taught between 4 and 9 years, inclusive, or 48.4 per cent. less than 10 years. Considering only present locations, 33.3 had taught less than 5 years, and 25 per cent. between 4 and 9 years, or 58.3 per cent. less than 10 years. Forty-one and seven-tenths per cent. had taught 10 years, or more in their present locations, and two-thirds of all had taught 5 years or more in their present locations.

The foregoing figures indicate that in the large cities tenure is fairly secure. The average length of service in present locations for all of these teachers was 10.3 years, while the average total length of service was 12.3 years. It thus appears that the average total teaching experience is only two years longer than that in present locations. Apparently the average teacher, after two years experience, settles down in the city which continues to be his or her permanent professional location. These figures, it will be noticed, are well in accord with those for the whole number of cities reporting, given in a previous page, which showed a total service of 11.4 years, a service in present locations of 9.1 years, and a difference of 2.3 years of total experience beyond that in present locations.

In order to facilitate comparisons, the foregoing facts are presented also in the following table, with the years of service grouped into five- and ten-year periods:

LENGTH OF SERVICE OF TEACHERS IN TWENTY-SEVEN OF THE THIRTY-NINE CITIES . IN THE UNITED STATES OF 100.000 POPULATION OR OVER

_	SERVICE IN LOCA:		TOTAL SERVICE		
LENGTH OF SERVICE	Number of Teachers	Per cent. of Total	Number of Teachers	Per cent of Total	
Less than 5 years.  -o years, inclusive.  0-14 years, inclusive.  0-29 years, inclusive.  0-30 years, inclusive.  0-30 years or over.	7,500 5,633 3,697 2,170 2,389 978 150	33·3 25.0 16·4 9.6 10.6 4·4 ·7	5,271 5,608 4,189 2,715 3,213 1,216 275	23.5 24.9 18.6 12.1 14.3 5.4	
Total	22,517	100.0	22,487	100.0	

That a comparison of city with city may be made more readily two tables have been drawn up presenting service in present locations and total service for each city by five-and ten-year periods. The average years of service are also shown in these tables for each city. The two tables follow:

PER CENT. OF MALE AND FEMALE TEACHERS IN TWENTY-NINE CITIES OF 100,000 POPULATION OR OVER WHO HAVE TAUGHT IN THEIR PRESENT LOCATIONS EACH SPECIFIED NUMBER OF YEARS

	Number of	PER CEN		TAL NUMB				Taught	Average Years
Сітч	Teach- ers	Less than 5 years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 39 Years	40Years or over	of Service
Boston, Mass. Cincinnati, O. Cleveland, O. Cleveland, O. Denver, Colo. Detroit, Mich Fall River, Mass. Indianapolis, Ind. Jersey City, N. J. Kansas City, Mo. Los Angeles, Calif. Louisville, Ky. Lowell, Mass. Milwaukee, Wis. Minneapolis, Minn. Newark, N. J. New Orleans, La. Paterson, N. J. Pittsburg, Pa. Providence, R. I. Rochester, N. Y. St. Joseph, Mo. St. Louis, Mo. St. Louis, Mo. St. Louis, Mo. St. Paul, Minn. Scranton, Pa. Syracuse, N. Y. Toledo, O.	2,186 978 1,500 550 710 1,044 398 758 650 720 724 607 311 991 940 952 33 393 1,032 705 644 71881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 647 1,881 1	31.6 30.3 29.3 28.2 29.4 28.9 47.2 26.2 25.6 53.2 225.0 23.8 36.7 44.3 37.8 50.4 32.3 30.1 14.0 30.9 34.9 19.7 27.4 31.0	19.9 29.4 30.9 26.9 28.2 24.4 25.1 26.0 27.0 27.0 27.0 26.3 22.1 26.3 22.1 26.3 22.1 26.3 22.1 26.3 22.1 26.9 27.0	13.7 16.7 14.7 19.8 15.9 19.3 17.1 10.8 12.3 11.8 11.6 16.4 17.5 11.6 17.5 11.6 13.6 13.6 13.6 13.6 13.6 13.6 14.1 13.6 14.1 13.6 14.1 15.9 16.8 17.1 17.1 17.1 17.1 17.1 17.1 17.1 17	9.7 7.7 11.7 10.0 7.5 11.1 9.0 4.4 11.1 10.0 4.4 11.7 10.4 10.3 7.3 6.1 8.2 17.1 9.9 13.0 11.5 10.4	13.0 9.8 11.3 12.2 6.1 9.0 13.6 7.2 15.4 .8 14.5 16.1 6.9 17.2 18.3 13.0 9.6 10.2 14.0 10.2 14.0 10.2 14.0 10.2 11.0 10.2 11.0 10.2 11.0 10.2 10.2	10.4 5.5 2.0 2.7 6.3 2.0 7.4 .6 .1 7.7 9.0 1.4 .4 .4 .4 .9 7.2 .8 3.8 6.9 3.2 1.9 5.8 2.0 2.0 2.0 2.0 3.1 4.0 3.1 4.0 4.0 4.0 4.0 4.0 4.0 4.0 4.0	1.7 .6 .1 .2 .3 .7 .3 .7 .1.6 .21.71.6 .21.71.13 .1.21.1	12.7 10.6 10.0 10.3 7.5 10.0 11.3 7.6 12.2 7.9 5.5 13.8 8.6 9.7 12.1 16.5 9.7 11.7 9.7 11.7
Washington, D. C Worcester, Mass	1,374 603	33.8 35·7	22.2 23.2	20.5 18.2	9.0 9.5	10.2 10.4	3.9	:4 .8	9·7

PER CENT. OF MALE AND, FEMALE TEACHERS IN TWENTY-SEVEN CITIES OF 100,000 POPULATION OR OVER WHOSE TOTAL TEACHING SERVICE (REGARDLESS OF WHERE PERFORMED) HAS BEEN EACH SPECIFIED NUMBER OF YEARS

	Number of	PER CE		OTAL NU				Total	Average Years of Service
Сітч	Teach- ers	Less than 5 Years	5 to 9 Years	10 to 14 Years	15 to 19 Years	20 to 29 Years	30 to 30 Years	40 Years or over	
Boston, Mass Cincinnati, O. Cleveland, O. Columbus, O. Denver, Colo. Detroit, Mich Fall River, Mass. Indianapolis, Ind. Jersey City, N. J. Los Angeles, Calif. Louisville, Ky. Lowell, Mass. Milwaukee, Wis. Minneapolis, Minn. Newark, N. J. New Orleans, La. Paterson, N. J. Pittsburg, Pa. Providence, R. I. Rochester, N. Y. St. Joseph, Mo. St. Louis, Mo. St. Paul, Minn. Scranton, Pa. Toledo, O.	2,186 978 1,486 534 710 1,044 398 650 724 607 311 991 940 952 803 303 1,032 705 644 267 1,881 647 375 494	20.8 13.0 21.0 18.9 23.4 26.9 27.7 25.5 24.4 20.6 21.5 26.3 8.4 29.2 28.6 30.3 30.1 8.5 35.2 30.9 30.6 19.5 22.3	18.7 20.3 30.1 29.4 29.2 24.0 21.0 27.2 25.4 29.3 34.1 20.6 27.9 34.1 25.5 25.2 24.0 26.4 27.8 29.6 26.4 27.8 29.8 29.8 29.8 29.8 29.8 29.8 29.8 29	16.2 17.1 18.5 22.4 17.6 19.3 11.4 20.3 17.7 18.1 26.3 16.9 17.2 17.8 18.0 15.0 19.1 18.0 19.3 10.9 10.8	12.2 11.3 12.9 14.1 16.2 13.1 11.0 11.7 11.2 14.1 14.5 11.9 15.1 14.7 10.0 6.7 9.7 9.7 9.7 9.7 9.7 9.7 9.7 9.7 9.7 9	17.0 22.5 14.1 15.5 18.2 14.6 15.6 15.6 15.6 11.3 17.1 9.9 16.1 17.7 10.1 14.8 12.1 13.2 11.5 10.5 15.8 7.5 14.8 14.1 18.9	II.2 II.2 3.2 3.2 4.2 5.8 7.1 6 8.6 8.6 8.7 7.2 4.8 4.4 7.0 3.7 2.3 5.8 4.4 7.0 3.7 3.2 4.8 4.9 4.9 4.9 4.9 4.9 4.9 4.9 4.9	3.9 3.9 3.7 4 3.1 5.3 2.3 2.3 2.3 1.8 2.2 5.1 1.0 1.0 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3 1.3	15.3 16.8 11.9 11.9 13.1 11.9 12.1 10.4 12.7 10.3 14.0 14.1 10.5 12.3 11.2 12.1 10.8 11.2 11.6 9.2 11.7 10.7 10.7
Washington, D. C Worcester, Mass	1,374 603	29.5 25.0	23.6 24.9	21.2 19.6	9.6 12.4	11.1	4·5 4·5	1.0	10.9 11.6

An average length of service in present locations of 13.8 years was reported for 311 teachers in Lowell, Mass., the longest service reported. The shortest average was 5.5 years, the average for the teachers of Los Angeles, Calif.

Considering total service, regardless of where performed, Cincinnati with 16.8 years leads, Boston being next with 15.3 years. The teachers youngest in the profession are those of St. Joseph, Mo., the average total teaching service being only 9.2 years.

It will be noticed that for the teachers of both New Orleans, La. and St. Louis, Mo., the length of service in present locations and the length of total teaching service are given as the same; in other words, none of these teachers had ever taught in any other city. This is according to the reports received by the Bureau of Education from the superintendents of the cities in question, note being added to the effect that this was so nearly true that the figures for service in present locations practically represented total service as well.

The eight tables which present the facts as to length of service in detail follow:

TABLE 1.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF MALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

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	3 Yrs.	01 14 18 18 19 19 11 11 12 12 14	93	:: a H :: 2	15	212
	z Yrs.	H 2 : 47 H 2 6 8 8 7 1 : 5 8 8	83	::H 4 H : 4	∞	176
	1 Yr.	7478 NO8 NO : : : u	82	::º # :::	7	149
	I Year	<u>и4:4инню</u> :::н	23	::++::+	~	54
	Less than				00	
Total	Teach- ers Ac- counted for	573 282 139 209 207 104 189 189	1,929	134 134 21 22 42 32 170	418	4,65
		28 118 119 117 117 117 117 117 117 117		жнининю	21	
Septe.	No. Cities I		L H	- ::::::		-3
		VORTH CENTRAL Ohlo Indiana Indinois Michigan Wisconsin Wisconsin Winscons Minneson Iowa Iowa North Dakota South Dakota Nobraska Kansas	Total133	ESTERN Montana Wyoming Colorado Utah Washington Oregon California	Total	Total for U.S., 333
	ES	NTRnntatata		a o ston ia		for
	STATES	r CE D ois. niga. niga. niga. neso neso a souri th D	otal.	ESTERN Montana Wyoming Colorado Utah Washington Oregon	otal	otal
		North North	Τ	WESTERN Montan Wyomir Colorad Utah Washing Oregon.	Ţ	1
1		1 12 TO TO TO TO TO TO TO TO TO TO TO TO TO		<b>≥</b>		- 1

TABLE 2.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF FEMALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

		. не жине	10		Į∞	KH	1 10
	40 Or Over	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 180	: F: H: C:	15	18 1 1 1 2 2 2 2 2 2 2 3 1 3 3 3 3 3 3 3 3	39 23
	36-39 Yrs.	253 12 33 12 33 1 87 2 110 3	1 233		54 I	3 : 0 : 0 : : :	1 4
	31-35 Yrs		8 601				
	30 Yrs.	2 5	4178	н εν ω : н : 4 :	14	£ : . & t : H :	4 27
7	29 Yrs.	1 H : 04 4 7 0 0 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3154	: 04 H H : 4 :	19 12	9:::9:::	12 14
	zs Y rs.	220 5 5 5 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	161 143	:	21 1	<u> </u>	14 1
	26 Yrs.	.4 H T T 78 8 8 2 8 2 8 2 8 8 8 8 8 8 8 8 8 8 8	19416	H H	61	Н н 2	64
	zs Yrs.	1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	166	. H : 0 0 12 :	25	4н:00::н	17
	zt Xrc.	444010844	245	:4ии:нюн	28	∞ н ∞ : н : : :	13
	23 Xrs.	1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	2382	: 0 0 0 : : N 4	35	3	81
	zz Yrs.	50 50 50 50 50 50 50 50 50 50 50 50 50 5	292	: H 0 0 0 : 60 H	21	11 2 : : :	31
	21 Yrs.	1 114 1 18 1 22 68 68 68 54	424344	:81 9 + : : & :	31	H 4 : : H H H :	28
	so Yrs.	0 1441 191 117 177	424	: 1 8 8 4 2 1 1 1 4 4	49	17 8 3 8 8 6 0	4
	.sıY qı	124 16 16 11 11 83 80	397	: 6 4 4 4 1 ; 0 ;	35	044408::	36
THE	.81Y 81	132 132 21 15 80 80 56	358	: 12 : : 2 3 : :	34	33 1 1 8 9 9 1 1 3	57
Таисн	·sıx /ı	164 164 164 173 173 173	458	. 5 5	52	2 H H : 2 H : 2	41
HAVE	.eyY 91	11 172 18 18 18 00 70 85	461	. 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	62	24 : 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	57
<b>W</b> но H	.sıY zı	15 196 16 30 117 83	563	. 3 4 12 13 13 13 13 13 13 13 13 13 13 13 13 13	28	0 5 5 1 8 8 1 5 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9
	ıt Yrs.	202 1 24 24 1 1 29 1 1 29 1 1 06	620	1 441 0 1 402 :	96	£44466	83
Number	13 Yrs.	244 15 15 15 131 109	629	40° 6 1 4 2 :	98	82 E 183	81
N	ız Yrs.	241 241 261 20 33 135 101	650	387 4 4 78 H	131	. 20 1 20 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	112
	.sıY 11	274 274 222 334 1118 130	726	: 4H 4 80 :	95	8 8 9 8 8 P :	72
	to Yrs.	15 324 324 488 143 181	886	. 50 0 4 4 8 5 :	126	141 8 1 75 2 :	110
	9 Yrs.	268 268 41 51 150 165 165	840	. 2 1 1 3 3 3	95	23 24 1 4 2 23	86
	.erY 8	112 100 200 500 510 175 206	866	27, 41 1 2 2 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	III	138335	94
	7 Yrs.	28 28 36 54 54 50 190 190	1084	. 35 5 H 6 5 5	128	£ 4 2 2 4 2 1 0 8	104
	6 Yrs.	14 13 301 50 50 52 224 197 195	1062	1 00 4 8 0 0 H	149	£408 2 481 0 :	III
	S1Y S	18 21 357 39 39 172 185 271	1188	1 67 16 16 15 12 32 32 1	138	29 9 50 50 17 10	120
	4 Yrs.	12 34 67 67 80 183 232 259	1313	 91 88 54 65	184	47 9 9 9 9 35 11 1 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	121
	3 Yrs.	18 28 39 4 48 48 18 23 18 18 18 23		808 188 2 4 5 5 5	180	37 88 7 9 0 0 0 0	146
	z Yrs.	33 33 33 2 57 64 156 179 229	1077 1167	1 8 2 8 4 0 1 4 2 2 2 4 4 5 2 4 4 5 2 4 4 5 2 4 4 6 5 2 4 6 5 2 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	177	441 9 2 4 5 8 9	140
	1 Yr.	23 27 27 6 6 6 6 11 18 16 16 16	919	2 00 1 2 2 2 2 2 4 5 4 5 5 5 5 5 5 5 5 5 5 5 5	162	11 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	147
	Less than	10 9 01 122 61 61 130 130	459	2012 20 17 :	20	200 200	36
otal	Teach- ers Ac- counted for	233 386 71 6,649 921 985 3,321 3,464	9,471	1,199 331 141 61 72 660	2,500	799 160 107 79 813 146 79	2,224
	No. Cities F	40 H S H 10 64 22 22 22 22 22 23 24 24 25 25 25 25 25 25 25 25 25 25 25 25 25	142 19,4	никнаакн	91	0 кана 4 ан	21
	STATES	NORTH ATLANTIC Manne. New Hampshire. Vermont. Massachuseris. Chonecticut. New York. New York. New Jersey.	Total	South Atlantic Maryland Dist. of Columbia Virginia West Virginia North Carolina South Carolina Georgia Florida.	Total	South Central. Kentucky. Tennesse. Alabama. Missispin. Louisiana. Texas. Arkansas. Arkansas.	Total

TABLE 2.—Concluded

11	40 or Over	36 6 1: 18: +2333 1: 18: +2333	12	:::::	10	83
	36-39 Yrs.	84 27 20 10 20 20 20 20 20 20 20 20 20 20 20 20 20	105	::4:::w	7	399 283
	31-35 Yrs.	141 322 141 101 141 62 125 125 127 127	343	::0:H0E	82	1080
	30 Yrs.	3 1 1 2 8 8 7 1 1 2 8 8 7 1 1 2 8 8 7 1 1 2 8 8 7 1 1 2 8 8 7 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	123	:: \r . H & \r	81	3601
	29 Yrs.	408 48 H 4 E : :	1121	::4::01	30	318
	sa Yrs.	39 14 17 17 15 15	120	. H . S . H H . Z	23	317
	sıY Yrs.	52 18 16 16 19 19 20 20	171	: :0 : : + H	22	389
li	26 Yrs.	26 17 20 12 12 15 15 15 15	164	: :0 : £ 40	27	468
	25 Yrs.	27 27 27 27 27 27 27 27 27 27	222	1 : 0 : 1 : 1 : 1 : 1 : 1 : 1 : 1 : 1 :	37	500
	24 Yrs.	2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	199	H : 8 : 4 : 1	28	4513
	23 Yrs.	23 1 20 2 2 3 1 2 3 2 3 3 3 3 3 3 3 3 3 3 3 3 3	263 237	2 : 1 : 2 : 2 : 4 : 5 : 4 : 5 : 7 : 1	3 36	295
	22 Yrs.	94 80 10 18 30 10 18 30 10 18 30 10 18 31 10 18 31	8 26	22 12 6 9 9 6 6 8 6 6 9 2 5 2 5 2 5 2 5 5 5 5 5 5 5 5 5 5 5 5	5 53	0999
	21 Yrs.		395278	33 7 2 2	6 65	8 74
	so Yrs.	110 28 28 47 47 41 41 41 51			98	866
	.e1Y e1	78 78 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	349	3 10 10 10 10 35	74	168
THS	.81Y 81	74 74 75 75 75 75 75 75 75 75 75 75 75 75 75	421	28 1 1 1 0 1 3 3 3	16	196
Таиснт	.sı¥ 71	139 229 63 63 45 47 47	450	6	6	8601
Науе	.erY di	132 44 46 46 57 52 33 33 13	463	4 2 1 3 1 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	111	1160
Wно I	ıs Yrs.	149 17 10 20 20 10 10 10	577	32 16 16 7	105	1363
	ıt Yrs.	174 444 883 175 176 176 176 176 176 176 176 176 176 176	615	7 1 1 1 1 10 10	134	1548
NUMBER	rsı Yrs.	159 60 60 89 52 52 66 66 92 92 15	633	32 37 13 19 90	115	1574 1
Z	.erY sı	215 69 58 116 81 87 87 87 80 105 83 83	823	4 6 4 4 5 1 1 4 4 5 1 1 1 5 1 1 1 5 1	140	1773 1857
	ıı Yrs.	159 83 113 688 682 82 82 144	714	7 4 5 5 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	166	1773
	.erY oi	200 89 61 115 93 78 78 78 78	825	72. 6 88 688	161	242421532138
	9 Yrs.	103 103 103 104 104 104 104 104 104 104 104 104 104	930	8 8 10 3 10 10 10 10 10 10 10 10 10 10 10 10 10	190	2153
	.erY 8	295 113 67 125 114 111 63 86 18	1023	11 58 30 59	198	2424
	7 Yrs.	285 93 76 163 139 130 71 113 188	1126	65 63 34 87	231	2673
	e Yrs.	272 111 808 147 116 116 153 153 154	1128	289 789 889 889 869 869 869 869 869 869 869 8	242	2692
	S Yrs.	227 1388 174 171 119 130 200 200	1188	15 68 11 21 26 94	236	28702692
	4 Yrs.	303 147 95 200 128 121 72 117 117	1278 1230	21 12 8 14 8 8	213	3061
	3 Yrs.	292 141 922 200 161 85 67 176 222		2 4 4 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	198	696
	2 Yrs.	261 113 177 177 159 65 65 65 183 27 21	1184	50 80 10 80 80	190	2 768 2
	.1Y 1	216 84 76 127 119 37 41 155	897	12 137 11 7 52	120	224
	Less than 1 Year	200 300 300 300 300 300 300 300 300 300	308	2 : 673 : 2	. 28	881
Total	Teach- ers Ac- counted for	4,909 1,967 1,353 2,693 2,027 1,838 1,052 2,269 300	8,965	160 1,074 87 406 337 1,437	3,534	5,694
11	No. Cities F	288 188 19 19 19 19 19 19 19 19 19 19 19 19 19	133 18,965	мнинини	21	333 4(
	STATES	NORTH CENTRAL Ohio Indiana Indiana Illinois Michigan Wisconsin Misconsin Iowa Iowa Nobraska Kansas	Total	WESTERN Montana Wooming Colorado. Utah Washington Oregon. California	Total	Total for U. S., 333 46,694

TABLE 3.—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF MALE AND FEMALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

1	to ot Over	1 4 : 4 1 1 2 3 4 1 4 3 4 1 4 1 4 1 4 1 4 1 4 1 4 1 4	22	: r a H H : 4 :	1 25	EH : : 13 : : :	29
	36-39 Yrs.	33 3 3 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	281 282	:0 s : h : 4 :	23	H : H : Q : : :	42
	31-35 Yrs.	2811 3611 126 126	6872	. 41	62	9 H 8 : 9 : : :	3
	30 Yrs.	30 1 2 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	211	но 4 : н : о :	81	£ ω : r∞ · · · ·	29
7	29 Yrs.	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	1782	:не:::н:	15	4::ЮРНН:	91
	28 Yrs.	23.3 23.3 23.3 23.3 23.3 23.3 23.3 23.3	1891	:04HH:4:	00	9:::9:н:	13
	sı Yrs.	6 6 6 6 7 3 3 2 3 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	1901	. 5 6	24	∞ : : : <sup>1</sup> : : :	15
	ze Yrs.	1 4 H 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	241		21	1 . 1 . 1	71
	25 Yrs.	1 7 7 9 1 1 9 1 1 3 4 3 3 2 4 2 4 2	362	. 2	28	0 и : кон : и	23
	24 Yrs.	2 117 10 10 9 39 51 49	283	. 1 4 4 . 1 0 H	32	8 н к : н : : :	13
	23 Yrs.	1001 88 01 84 44	272	: 444 : :04	38	° 8 : : : ω α : :	23
	22 Yrs.	8 8 110 10 10 11 58 52 72	334	:H 0 0 0 : 4 H	22	81: 12211:	35
	zı Yrs.	6 130 130 19 25 73 60 60	388	.21 .21 .14 .14 .	42	12::H12:	30
	so Yrs.	17 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	478	. 10 0 4 2 2 1 4	9	011 021 4 00 0 4 :	57
	.e1Y e1	100 1152 116 116 115 885 885	450	. 2 . H W M H . 7 .	41	14940 84 :	38
GHT	.e1Y 81	1 1 2 2 4 4 2 4 4 5 6 1 5 6 1 5 6 1 5 6 1 5 6 1 5 6 1 5 6 1 5 6 1 6 1	402	. H 4 2 5 .	39	04 4 8 7 1 8	67
Таиснт	.erY Yrs.	281 282 293 403 102 103 103 103 103 103 103 103 103 103 103	505	27. 100 1100 1000 1000	59	2 H : H : G	45
HAVE	16 Yrs.	13 186 21 21 23 86 75	501	. 2 H 2 3 9 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	72	4 : 2 2 0 I H :	8
Wно I	.erY 21	10 112 118 188 181 124 100	604	34 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	72	23 20 0 4 5 3 3 5 4 5	7.1
	ıq Yrs.	219 219 27 27 40 140 115	674	1 44 7 2 488 :	110	£ 4 4 4 4 2 v.v. :	87
NUMBER	13 Yrs.	267 267 17 17 141 113	709	418 8 8 2 2 2 5 :	108	30 4 4 6 2 2 3 :	88
ž	12 Yrs.	13 262 22 22 36 140 108	703	22 63	146	57 6 9 9 11	126
	11 Yrs.	100 100 100 100 100 100 100 100 100 100	799		100	8 24 4 20 80 3	8
	to Yrs.	0 17 355 50 50 48 151 135 196	961	:73 100 100 100 100 100 100 100 100 100 10	141	£11 8 2 5 5 5 E H	116
	,21Y 9	9 286 286 45 45 158 178 178	889	. 53 10 10 10 10 10 10 10 10 10 10 10 10 10	105	90 4 H 4 8 2 H	108
	.erY 8	14 16 2 357 61 57 162 186 227	1082	8 2 2 2 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	129	38333	H
	, 21Y 7	384 384 384 55 198 198 205 214	1157	35, H 6, 65;	142	26 4 4 5 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	121
	6 Yrs.	114 15 327 61 62 235 204	1142	1 27 2 2 3 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	157	40 0 4 481 1 :	117
	S Yrs.	18 22 38 39 80 195 282 227	1249	100 100 100 100 100 100 100 100 100 100	149	36 10 10 10 10	140
	4 Yrs.	13 36 458 82 194 245	1372	100 188 187 77	199	. 00 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	136
	3 Yrs.	18 30 44 413 544 195 195	1237	4 4 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	205	40 13 8 8 61 11 8	155
	z Yrs,	27 36 357 2 57 57 68 169 185 237	1138	10 24 8 8 11 11 2	188	448 60 61 69 9	153
	ı Xı.	25 28 88 284 50 119 1195	959	102 162 3 3 3 47	176	113 100 101 141 141 141 141 141 141 141 141	153
	Less than	10 11 126 65 16 61 142	479	2 1 2 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	54	01.0 0 .	4
Total No. of	Teach- ers Ac- counted for	252 432 7,350 983 1,070 3,565 3,711 3,783	21,224	1,374 368 151 72 72 84 722 722	2,812	894 1187 1100 1000 845 170 1112	2,468
	No. Cities I	40 H 5 H 5 G 8 8 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	142	ннюнаамн	91	О кана 4 ан	21
	States	NORTH ATLANTIC Maine New Hampshire Vermont. Massachusetts. Rhode Island. Connecticut. New York. New Jersey. Pennsylvania.	Total	SOUTH ATLANTIC MAYDRIGH Dist. of Columbia Virginia. West Virginia. North Carolina. South Carolina. Georgia Florida.	Total	SOUTH CENTRAL Kentucky Tennessee Alabama Mississippi Louisiana Louisiana Texas Arkansus Arkansus Oklahoma	Total

TABLE 3.—Concluded

	40 or Over	61 9 3 7 4 1 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	113	:::::::::::::::::::::::::::::::::::::::	ß	4
	.erY 96-36	67 11 11 6 3 3 3 1	132	::9:::1	13	491
	31-35 Yrs.	168 047 771 171 172	409	13.2	37	1255
	30 Yrs.	54 14 18 13 10 10 11 14	129 163	: :∞ : H & OI	22	443
	sıy Yrs.	52 13 100 100 121 13 13 13	129	15	28	366
	-81 Y 82	1 1 1 2 1 1 2 2 3 3 3 3 3 3 3 3 3 3 3 3	3148	1851:525:	3 28	377
	-S1Y Yrs.	69 66 20 21 10 5 26 17 10 19 10 24 1 2 4 2 2	1 205	H	3 33	4
	26 Yrs.	30 8 2 2 4 2 5 4 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	2 201	1 :8 H 0 488	52 33	1 550
	25 Yrs.	3 2 3 3 5 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	31 262	1 : 0 : 4 2 0	35 5	594 601
	23 Yrs.	800000148 800001148	2632	8 : 2 : 4 2 0	44	640 59
	22 Yrs.	333 333 4 133 5 1 13	302 2		63	7566.
	21 Yrs.	0 2 2 2 2 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5	3063	30 8 1 3 1 3	7.5	38417
	so Yrs.	126 50 50 50 50 50 50 50 50 50	4643	4 1 2 3 4 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	104	1163
		8 4 4 4 3 6 6 4 4 4 3 6 4 4 4 3 6 4 4 4 3 6 4 4 4 4	404	38 I O I O I S	84	1017
	.erY e1	1 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	4774	37 1 2 1 1 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	103	
Таоснт			1			2 1088
	ry Yrs.	155 4 4 5 5 6 9 1 6 6 9 1 6 6 9 1 6 6 9 1 6 6 9 1 6 6 9 1 6 1 6	500	6 6	106	121
HAVE	.e1Y 61	146 488 61 61 52 53 33 33 13	505	33 2 5	135	1273
н о	ısıY 21	171 81 85 79 65 52 74 10	635	91 38 1 9 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	122	504
Wно	ıt Yrs.	48 88 88 68 6 8 6 8 6 8 6 8 6 8 6 8 6 8	989	7 1 2 1 1 1 1 2 1 5 5 4 5 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	149	7061
BER		17 07 04 08 08 08 08 10 10 10	989	37 2 2 1 1 5 2 5 2	122	17131
NUMBER	13 Yrs.	0444400004	895 6	52 22 116 67	157	27 17
	.s Yrs.	172 2. 123 1. 104 88 1. 175 1. 175 1. 175 1.		8 4 4 H 0 8 0		2 2027
	11 Yrs.		3 780		183	194
	to Yrs.	236 103 103 103 103 83 21 21	918	10 80 80 5 27 15	211	2347
	9 Yrs.	266 127 79 121 107 70 70 70 70 70 70 70 70 70 70 70 70 7	101	8 64 13 13 19 18 18	207	2326
	8 Yrs.	322 123 76 137 128 120 67 87 87	411	12 66 7 7 80 80	223	2863 2659 2326
	7 Yrs.	297 102 81 147 138 138 10 10		8 2 7 7 4 3 3 4 6 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	255	3632
		295 127 187 1165 118 118 118 118	1213 1188	18 36 112 31 91	263	
		11 883 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3 12	17 77 14 14 28 28	258 2	3069 2892
	S Yrs.		1371 1327 1273			306
	4 Yrs.	318 157 101 215 148 129 77 129 189	132	13 62 8 8 33 25 91	233	3267
	3 Yrs.	311 155 155 213 180 89 71 187 24	1371	67 100 20 100 100	213	3181
	z Yıs.	272 118 179 176 176 176 175 200 30	1267	10 2 10 10 17 18 90	198	944
	1 Yr.	223 888 888 135 135 135 143 150 150	1626	12 1 12 12 7 7	127	394 2944
		144 145 175 175 175 175 175 175 175 175 175 17	331	2 : 40 : :0	31	9352
	Less than	2 2 2 2 4 2 2 8 2 2 2	<u> </u>	55888867	22	0
Total	Teach- ers Ac- counted for	5,482 1,4249 1,402 2,904 1,924 1,124 320 320 632	20,892	1,208 1,208 108 448 369 1,607	3,95	51,3.
	No. Cities I	28 118 117 117 10 10 10	133	онинана	21	333 51,35
		orrii Central. Ohio. Indiana Ililinois. Michigan. Wisconsin. Wisconsin. Minnesota. Iowa. Minnesota. Miscont.	Total133	Montana Montana Wyoming Colorado. Utah Washington. Oregon.	Total	Total for U. S.
STATES		North Central Ohio Ohio Ilindian Ilindian Michigan Misconin Miscoul Nissoul Nebrasa Kansas	Total	WESTERN Montana. Wyoming, Colorado. Utah Washingto	Total	Total

TABLE 4.—LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF MALE TEACHERS IN CITIES OF 8,000 POPULATION OR OVER

		2,8,2,9,8,			H	m 1	3
	40 or Over	13 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	43 29	::::::::::::::::::::::::::::::::::::::	Н	<u>α::::::</u>	-01
	.erY 96-39	30. H.	67 4	· 4 w · · · · u ·	0	он : : : н : :	4
	31-35 Yrs.				8		0
٦	30 Yrs.		18 22	: A : : : A :	, w	а : : : : н : :	
	29 Yrs.		15 1	: " : : : : : :	· m	: : 0 : : : : : :	61
	28 Yrs.	OH : 15 H 15	22 I	: 0 0 : : : : :	4	H : : : : : : :	н
	zo Yrs.	:::∞ u : w + w	17 2	::H:::::	-	H : : : 0 : : :	8
	25 Yrs.	. н . г г г г	23	::H:::::	-	нн : : : : : :	01
	24 Yrs.	::H∞ u : ωνο	28	H : 0 : : : :	6	: # : :: # : :	01
	23 Yrs.	: H : Q : : 440	22	н : а : : : а :	25	:::::H:::	н
	zz Yrs.	:::Hu:u40	29	:::::::::	:	H::H:H::	8
	zı Xrs.	н : н : н с и о	27	:° ' : : ' : :	6	H :::::::	H
	so Yrs.	H:: 1 : 4 4 70 0	33	:40 ::: 10 :	=	нь: н: ан:	12
	19 Yrs.	:::H:::H02	19	нюнн : : а :	∞	H:H::H::	∾ .
E	18 Yrs.	н н н г г г г г г г г г г г г г г	43	u 4 : : : : :	9	а : : : н : : :	8
Таиснт		73 6H: 7: :	34	ан::::а:	<sub>FU</sub>	m : : : : : : :	<sub>60</sub>
		:4:r+:r4v	82	rra : : : a :	81	:н :н :ю : :	<u>v</u>
HAVE	.erY 61						-4-
Wно ]	12 Yrs.		44	•	20	. н.и и н :	14
	14 Yrs.	: H : 81 4 H 01 4 A	42	ч∞н:::н:	12	H 0 : : : H : :	4
Number	13 Yrs.	.н :Фннико	42	7. EH & : : : :	24	ин:ни4::	o i
Nu	12 Yrs.	. 4 : 0 2 8 H 2 4	55	о : н : : о :	21	юα∶н юα∶∶	I
	II Yrs.	H & H & Q & H & Q & Q & Q & Q & Q & Q &	83	коанч :н :	41	ин : : : и 4 :	6
	to Yrs.	H & : 42 & 28 & 20 & 20 & 20 & 20 & 20 & 20 & 2	65	ω4нα : : юн	14	мнн · · · х · · ·	o i
	9 Yrs.	2 H · \$2 4 0 8 H	7.5	ин:4:ни:	8	ин:и:ω::	
	8 Yrs.	9 8 . 8 H 4 7 9 4	74	ω O ω ω · · · 4 ·	27	νн : н ч 4 ю :	10
	7 Yrs.	: m : m : 0 × : 0	89	и кан : : : :	81	иннююнн	91
	6 Yrs.	. 81 17 9 9 4 1 1 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	109	4нн : : : : :	9	0 6 : 6 : 6 6 :	23
	S Yrs.	: 4:88 83 88 8	26	. H 2 3 6 55 6 5	38	OH: 4444	19
		30 37 7 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3	124	толениен ,	31	м4:чммин	42
	4 Yrs.	233559 H3H	133 1	0047218:	84	4 го и н и го го :	0
	3 Yrs.	32 23 8 2 3 2 3 2 3 2 3 3 3 3 3 3 3 3 3	l	<u>8000 H m m :</u>	36	∠∨на∨∨4:	35
	2 Yrs.		177				
	1 Xr.	4 2 4 4 2 8 8 E	163	7-7-1 6 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	44	13 1 2 1 1 6	38
	Less than	20:47111	87	нннн : : « ;	9	41 9 : : : : : : : : : : : : : : : : : : :	21
	<u>.                                    </u>	22 55 77 745 82 82 82 82 82 434 434	1.978	106 175 54 48 48 11 11 63	472	96 64 73 33 33 53	333
Course Tree				ин 4 и и и и и н		04 ЮН и О и Н	
Septg.	No. Cities F		1 9		19		
STATES		NORTH ATLANTIC Maine. New Hampshire. Vermont. Massachusetts. Rhode Island. Connecticut. New York. New Jersey. New Jersey.	Total168	South Atlantic Mayland Dist. of Columbia. Virginia. West Virginia. North Carolina. South Carolina. Georgia.	Total	South Central. Kentucky Tennessec Alabama. Missispipi Louisana. Texas. Arkansas.	Total

TABLE 4.—Concluded

	40 or Over	. нан:н:н4::	្ន	::::::	:	43
	.e1Y 96-36	04 : 44 : .	17	::::::	:	63
	31-35 Yrs.	H 4 ; H 7 H 2 O I : :	36	:::::	н	117
	30 Yrs.	№ 44 : :	11	::::::	:	4
	29 Yrs.	а4 : : аннн : :	ដ	:::::::	:	34
	.sr Y ss	4:4н:н:н:	6	:::::::	:	50
	27 Yrs.	ан : : ан : 9 : :	12	:::::::	:	39
	st Y 2s.	88: 8: 8:	of .	::::::	3.	31
	25 Yrs.	100 100 100 100 100 100 100 100 100 100	22	: : H : : : 6	(1)	51
	-st Yrs.	1 2 2 1 H 1 2 2 7 1 H 1 2 2 7 1 H 1 2 2 7 1 H 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	14 20	::н::::	-	43 54
	23 Yrs.	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	25 I	::a H ::a	70	62
	22 Yrs.	0 к а н 4 н : 4 : а	26 2	::а::нн	4	67 6
	ar Yrs.	<u> гомнан44 : н</u>	26	0 : : : : 0	4	98
	so Yrs.	04 кал : на : :	56	н. н. н	rV.	
	.sıY çı					
GHT	.e1Y 81	0 ге: 4 н а : а	28	::H::H®	r.	85
Таиснт	·sīY Ţī	H 4H & : 2 : 2 : 4	30	::4:::0	7	79
AVE	.er¥ 81	тонон:а:а	30	::4::::	4	82
0 H	ısıY Zı	71 8 H + 4 E H + 7 + H	42	::::ннъ	7	127
WH	ı4 Yrs.	0 4 H & & H H & . 0	45	::ю::н4		III
<b>Number Who Have</b>	.sıY gı	2 E 2 E 2 E 1 4 : 2	50	::4 w w : u	12	138
N	ız Yrs.	8 4 4 4 4 R H 4 H 4	49	. : 4 : H 0 0	0	145
	II Yrs.	480 rr & : r H H	Sı	::н:нню	9	163
	to Yrs.	721 700 400 200 11	70	. : юна ю о	81	177
	9 Yrs.	3 1 1 2 1 5 6 6 3 3 6	84	s . 4 4 0	23	210
	8 Yrs.	27.08 0 4 4 7 H H	73	4 . 2 4 H	21	211
	7 Yrs.	26 11 10 10 10 10 10 10 10 10 10 10 10 10	79	. :9ннао	10	221
	6 Yrs.	46 22 3 16 13 17 11 11 2	124	:: L & : H 7	18	280
	S Yrs.	71 0 1 1 1 4 5 5 5 · 8	127	11 11 10 6	32	313
	4 Yrs.	12 13 13 18 18 18 18	139	1	28	346
	3 Yrs.	0 6 4 4 4 4 4 6 8 8 8 8 8 8 8 8 8 8 8 8 8	219	1 1 7 . 7	46	466
	2 Yrs.	66 40 40 71 72 73 73 73 73 74 75 76 76 76 76 76 76 76 76 76 76 76 76 76	263	2 : 13	57	570
	1 Yr.	32 2 2 2 3 3 3 4 3 5 4 5 4 5 5 5 5 5 5 5 5 5 5 5	274	8004004	89	809
	Less than	100 100 100 100 100 100 100 100 100 100	66	н : кнн : г	18	231
Total		617 321 161 209 271 104 83 289 20	2,156	132 132 148 198 198	451	,390
		1281200 1581200		ининино н	24	2 62
No. Cities Reptg.		: : : : : : : : :	-ř		:	3.
	States	NORTH CENTRAL Ohio. Indiana. Illinois. Michigan Wisconsin. Wisconsin. Minnesota. Iowa. Nobraska. Kansas.	Total	ESTERN Montana. Wyoming. Colorado. Utah. Washington. Oregon. California.	Total	Total for U. S. 379 5,390
S		NORTH CENT Ohio Indiana Illinois Michigan Wisconsin Minnesota Missouri Missouri Nebraska Kansas	Tot	Western Montan Wyomin Colorad Utah Washing Oregon.	Tot	Tot

TABLE 5.—LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF FEMALE TEACHERS IN CITIES OF 8,∞∞ POPULATION OR OVER

	40 or Over	1 3 3 11 12 13 25 26 26 3	147	: 10 H : : : : :	٥	7 : H : S : : :	24
	36-39 Yrs.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	206	: 0 H : : : : :	H	20 · · · · ·	37
	31-32 Yrs.	248 248 33 122 105 93	612	. 5	54	33:	49
	30 Yrs.	4 + : 82 1 2 8 8 8 8 9	178	наа:::а.	7	£ : : : ∞ : : :	2 I
7	29 Yrs.	4 - 50 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	164	: ,, ,, ; ; , , ;	6	нн г	0
	sı Y 8s.	4 1 4 0 4 7 8 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	133	: H 2 : : : & :	91	1.4:50:::	15
	27 Yrs.	4 8 5 5 5 5 4 3 2 3 7 4 5 6 6 7 8 4	0 152	. H 4 : : : 4 :	61 5		41 4
	zo Yrs.	66 66 66 66 66 68 66 68 68 68 68 68 68 6	1179	: 00 0 : : H :	17 16	1 1 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	99 41
	zs Yrs.	. 4 . E 0 L 2 E 8 4 . 0 2 4 4	181	4607	23 I	9 % : H : : :	H - 유
•	24 Yrs.	94 H 0 7 8 4 8 4	11 206	81 4 H : : 2 4	32	Бан: Ба::	21
	az Yrs.	2 1 1 8 8 8 1 1 2 1 1 1 1 1 1 1 1 1 1 1	2842	: # : : : : # #	13	40 47 2 : : :	43
	zı Yrs.	4 2 8 6 6 7 4 6 6 6 5 4 6 6 6 6 6 6 6 6 6 6 6 6 6 6	3122	. H 00 01	27	E & & . I	8
	so Yrs.	6 117 121 221 220 688 67	3783	. 1 2 1 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	38	0 E H 8 8 5 : :	30
	.erY e1	3 116 21 77 76 55	356	но4н :нг.	31	бонно кн :	6
HT	.er¥ 81	103 103 119 117 175 53	339	91 6 :	35	0 2 2 2 4 : :	22
Таиснт	.sı¥ 71	127 24 24 27 27 27	402	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4	84 H . 1 E	65
HAVE	16 Yrs.	142 165 160 160 160 160 160 160 160 160 160 160	424	412 23 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1	67	H 2 H 0 H 2	62
н он	15 Yrs.	44 1154 212 107 1087 1177	508	24 13 17 1 : 21 :	63	021 171 188 1 :	57
≽	ıt Yrs.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	577	£ 1410 : 4 £ :	8	0 I E 2 4 2 2 :	74
NUMBER	13 Yrs.	12 12 3 197 24 24 140 140	628	36 118 118 117:	97	28 4 48 0 H H	105
Ä	.sıY zı	214 229 29 31 145 92	999	50 77 11 30 30	116	14 19 2 2 2 2 2 2 2 2 2 2 2 3 3 3 3 3 3 3 3	108
	.erY 11	258 288 288 28 30 1117 99	70	4 4 9 4 4 4 5 :	115	60 7 2 8 9 4 :	IOI
	.erY or	282 282 454 442 116 888 195	803	088 1 13 1 10 1 10 1 10	122	33378	102
	o Xrs.	10 19 295 43 43 160 193	910	644 4 194 194 194 194 194 194 194 194 194	116	408 H 40 H 9	92
	8 Yrs.	22 24 298 777 777 169 132 249	1001	01 21 22 1 2 2 2 3 3 4 1 2 2 3 3 4 1 2 3 3 3 4 1 2 3 3 3 4 1 2 3 3 3 4 1 3 3 3 3 3 4 1 3 3 3 3 3 3 3 3	120	28 158 363 363 65	115
	7 Yrs.	12 31 391 60 60 54 217 151 236	1154	7 49 19 22 2 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	137	07 E 1 44 1 4 4 1 4 4 4 4 4 4 4 4 4 4 4 4	95
	6 Yrs.	16 26 333 333 95 236 183 249	1195	67 27 28 28 37 37	172	15 15 10 10 10 11	114
	S Yrs.	38 361 551 267 316	1400	27 69 20 20 13 13 146	216	26 10 10 10 10 10 10 10 10 10 10 10 10 10	157
	4 Yrs.	14 35 550 81 87 272 347	1640	06 06 06 77 75 89 89	226	040 010 024 034 04	138
	3 Yrs.	24 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4 4	584	33 3 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	277	22 2 2 2 2 3 3 5 0 1 1 0 8 8 3 5 0 1 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	161
	2 Yrs.	20 62 62 62 63 73 83 33 33 34 9	1895	103 103 37 72 100 100 20	323	308 374 1374 1337 1337	200
	ı Xr.	36 55 572 97 114 307 337 340	1862	1043 3065 65 65 65 65 65 65	307	71 2 8 8 9 8 8 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8	231
	Less than	266 266 279 799 163 224 224	884	280 138 121 121	87	146 : : 00 :	81
rotal fo of	Teach- ers Ac- counted for	279 505 71, 1,143 1,058 4,028 3,556	12,277	1,199 421 443 61 72 658	3,057	798 353 132 79 813 284 79	2,579
Septg.	No. Cities I	200 H 07 L 4 L H	168 22,2	индииилн	19	<b>О</b> 4 шни о и н	25.
	States	NORTH ATLANTIC Maine. New Hampshire. Vermont. Massachusetts. Rhode Island. Connecticut. New York. New York. New Jersey. Penusylvania	Total	SOUTH ATIANTIC Maryland Dist. of Columbia. Virginia. West Virginia. North Carolina. South Carolina. Georgia.	Total	SOUTH CENTRAL Kentucky. Tennessee. Alabama. Mississippi. Louisiana. Texas. Arkansas.	Total

TABLE 5.—Concluded

	to ot Over	440 80 : :	42	::::::	:	612
	36-39 Yrs.	н 4 а х н н ко · · ·	73	::::::	:	327219
	31-35 Yrs.	93 20 20 60 61 61 61 61 61 61 61 61 61 61 61 61 61	261	::H:::7	9	982
	30 Yrs.	158 01 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	97	: : : : : н о	8	
	sıY es	181 171 184 184 184 184 184 184 184 184 184 18	92	::H:::0	8	277 306
	.21 Y 82	29 122 124 34 181 181	84	::H:::9	7	393 319 255
	sıY Yrs.	15 1 1 2 3 8 1 1 1 2 3 8 1 1 1 1 2 3 8 1 1 1 1 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1	131	:::::	m	319
	sıY əs	44 1 1 1 7 4 0 · 5	5124	::0:::0	80	9393
	25 Yrs.	447 54 12 26 26 13 11 17 15 11 7 7 14 30 14 30	7 156		5 15	1 386 3
	24 Yrs.	7212H 7228007422	9147	: 4 : H 0 0	17 15	795 613 553 470 401
	23 Yrs.	2252 2252 2252 2352 237 238 34	81 60	н	14 1	347
	22 Yrs.	644 113 113 114 114 114 114 115 116 117	313210199189	::H:220	34 1	355
	zi Yrs.	201 82 82 8 4 5 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6	132	O . H H S	27	956
	zo Yrs,	994 447 822 37 30 50 84 85 85 85 85 85 85 85 85 85 85 85 85 85		: :H : H 40	25	
	.81Y 91		287			739
GHT	.81Y 81	97 833 333 345 11	364	: : 5 : H	31	819
Таиснт	.sıY Ţı	12. 2.2. 2.2. 2.2. 2.0. 1.0. 0.0.	373	21.551	41	924
	.erY ea	167 34 34 46 29 45 40 40 11	367	:: 8 : 2 E H	37	957
NUMBER WHO HAVE	ts Yrs.	152 51 54 443 34 40 81 81 71	502	3 . 1	72	1202
R. W	14 Yrs.	160 448 733 184 184 184 184	564	2 : 0 4 5 4	89	1403
MBE	.sıY E1	144 474 477 999 481 101 131	563	23: 23 9: 23	79	1724 1472 1403
ž.	ısı Yrs.	194 64 107 72 72 59 50 113	722	3 1 2 13 17 17	112	
	.e1Y 11	173 744 44 91 60 65 37 104 19	675	883 : 7 4 t 4 t 4 t 4 t 4 t 4 t 4 t 4 t 4 t 4	102	1693
	to Yrs.	210 89 72 84 73 86 42 101 121	786	36 36 10 10 10	120	4230 3836 3349 2800 2640 2363 2125 1933 1693
	o Yrs.	269 95 76 112 79 70 76 76 19	869	3 : 8 1 1 1 1 7 4 7 4 7 4 7 4 1 1 5 1 1 7 4 1 1 7 4 1 1 1 1 1 1 1 1 1 1 1 1	138	2125
	8 Yrs.	268 82 66 107 100 86 62 133 133	943	1 47 47 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	178	2363
	·sı X L	301 107 66 124 104 75 65 145 11	1089 1034	9 1 24 3 22 22 20 102	220	2640
	o Yrs.	264 124 97 139 97 97 119 119	1089	200000000000000000000000000000000000000	230	2800
	S Yrs.	302 152 115 1179 156 111 64 185 29	1324	10 75 10 20 18 107	252	3349
	4 Yrs.	379 174 121 211 127 166 177 171 45	1517	100 100 100 100 22 120	315	3836
	3 Yrs.	421 126 126 230 175 166 117 244 34	1773 1517 1324	124 9 53 53 41 154	405	4230
	s.Yrs,	261 263 263 263 263 260 260 260 260 260 260	594 2091 2092	36 158 10 72 187	501	5017
	ı Yr.	419 174 177 258 206 207 138 236 477	2091	40 145 20 65 65 217	528	5019 5017
	Less than	78 1132 103 37 153 153 153 153	594	13 13 88 83	138	1784
Total		3,296 2,271 1,530 2,695 2,068 1,838 1,156 2,889 300 604	5647	160 32 1,074 87 443 337 1,632	3,765	,325
		22 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	3 2,0	и на на на на на на на на на на на на на	24 3	9
Septg.	No. Cities F		14			37
STATES		NORTH CENTRAL Ohio. Indiana Indiana Illinois. Michigan Wisconsin. Misconsin. Misconsin. Iowa. Iowa. Iowa. Nebraska Kansas.	Total 143 2,064;	Western Montana. Wontana. Colorado. Urah. Washington. Oregon.	Total	Total for U. S., 379 52,325

TABLE 6.—LENGTH OF SERVICE OF MALE AND FEMALE TEACHERS IN THEIR PRESENT LOCATIONS IN CITIES OF 8,000 POPULATION OR OVER

11	to or Over	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	176	:ън : : : н :	1 -	10 H H H H H H H H H H H H H H H H H H H
	36-39 Yrs.	1 : 1 1 4 4 4 5 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	164	:::::::::::::::::::::::::::::::::::::::	12	3 : : : 8 : : : 1 8
	31-35 Yrs.	278 35 35 115 1100 129	649	:44::.;	63	53 · · · · · · · · · · · · · · · · · · ·
	30 Yrs.	24 : 22 L E 2 4 4 2 7 1 2 2 4 2 7 1 2 2 4 2 7 1 2 2 4 2 4 2 4 2 4 2 4 2 4 2 4 2 4 2 4	200	нию:::4:	l P	4 : : : 8 1 : :   2
7	29 Yrs.	24 : 5 11 35 35 30 30	82	.ru:::w:	12	кн : : г н : : ы
	sı Y sz	0H0442844	148	:40 : :	ļ ŝ	1 ::: 0: pp. 7
	27 Yrs.	32 36 34	174	: E 0 : : : 4 :	23	15 :: 7 :: 26
	ze Yrs.	1 4 76 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	96I	: E 2 : : 2 :	17	55 : : 3 60
	25 Yrs.	. 1 1 2 2 2 2 4 3 3 2 2 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	204	: « • : : H :	18	0 8 H : Q : : : QI
	24 Yrs.	2 4 1 1 1 1 4 2 2 2 3 3 7 7 7 1 1 1 4 2 5 5 3 5 5 3 5 5 3 5 5 3 5 5 5 5 5 5 5	3234	н 44 4 : : : 9 н	26	0 4 · · · · · · · · · · · · · · · · · ·
	23 Yrs.	2 2 7 7 5 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	3233	11 11 11 11 11 11 11 11 11 11 11 11 11	13 37	15 13 13 13 14 1 18 13 13 14 1 15 13 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15
	22 Yrs.	2 8 8 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	39313		36 1	14 15 3 6 9 3 3 4 4 15 11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	21 Yrs.	2 2 2 2 1 1 2 2 2 1 1 1 2 2 4 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	411 339	. 0 L H . H . L 4	49	51 . 17 1 . 15
İ	zo Yrs.		t	2222 : 17 :	30	
	19 Yrs.	11 127 127 777 577	375			"   '
GHT	.e1Y 81	6 3 3 2 2 2 2 2 2 0 1 1 3 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7	382	ω0∞н::Ф:	14	22 2 2 L 4 : : ES
Таисн	ı7 Yrs.	0 1 14 1 2 2 4 4 2 8 8 9 9 8 9 9 8 9 9 8 9 9 9 9 9 9 9 9	436	4 4 0 1 1 0 0 1	48	38 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
HAVE	16 Yrs.	152 17 17 16 90 60 103	452	11 25 28 11 15 15 15 15 15 15 15 15 15 15 15 15	85	11 12 2 14 14 15 2 2 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	ıs Ars.	4 1 1 1 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	552	4 0 4 0 H H H	83	71 : 25 12 13 8
Мно	ı4 Yıs.	10 10 10 10 10 10 10 10 10 10 10 10 10 1	619	15 15 15 15 15 15 15 15 15 15 15 15 15 1	H	18 1 2 2 4 2 2 3 1 87
NUMBER	13 Yrs.	1 1 1 3 2 1 3 3 2 2 2 2 2 2 2 2 2 2 2 2	670	9 4 4 9 4 9 4 9 4 9 4 9 4 9 4 9 9 4 9	121	35 30 10 II I I I I I I
N Z	ız Yrs.	8 17 13 31 156 17 17 17	721	13 14 15 17 17 17	137	44 2 2 4 8 3 3 2 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	II Yrs.	297 32 32 32 32 108 155	783	. 20 H 3 8 H 3 7	129	45 7 7 7 7 7 8 8 8 11 11 11 11 10 10 10 10 10 10 10 10 10
	to Yrs.	111 25 306 306 50 1119 1119	898	172 172 1 124 1 25	136	31 88 88 33 10 10 112
	9 Yrs.	122 20 329 48 57 170 143	985	832 H 1885 :	136	2 × 8 × 4 × × × × × × × × × × × × × × × ×
	sıY 8	25 25 337 78 178 138 263	1801	18 15 26 10 10 10 10 10 10 10 10 10 10 10 10 10	147	131 6 8 8 4 6 6 131 1 31 1 31 1 31 1 31 1 31 1 31
	7 Yrs.	12 34 422 62 60 60 162 264	1243	00012044:	155	25 8 8 7 7 7 1 1 1 1 1 1 1 1
	sıY 8	16 29 6 370 101 55 250 198 279	1304	288 288 37 6 : 8	178	53 188 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
	S Yrs.	23 8 85 85 85 85 85 85 85 85	1497	25 26 26 35 16 17 17	254	32 55 55 37 14 10 176
	4 Yrs.	15 38 6 586 88 88 267 292 378		23 105 11 50 6 6	257	25 5 4 5 5 4 7 5 5 5 5 5 5 5 5 5 5 5 5 5
	3 Yrs.	28 43 8 8 591 77 77 75 291 313	1717 1764	28 106 35 60 10 77	325	277 277 88 88 111 110 110
	z Yrs.	34 52 60 670 74 109 376 386	2072	36 112 43 78 111 118 61	361	59 9 9 61 17 17 5
	1 Yr.	40 60 624 101 119 337 345	20252	30 120 32 74 12 12 12	351	20 35 36 11 91 14 14 5
	Less than	20 20 20 86 86 86 44 172 72	9712	0 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5 1 5	93	55
tal of		301 560 7,925 1,225 1,140 4,324 4,324 4,891	,255	292 1,374 475 491 72 84 721 721	,529	894 417 141 100 845 3357 1112 46
	Teach- ers Ac- counted for	23 1 2 2 1 1 2 2 1 1 2 2 1 1 1 1 1 1 1 1	168 24,	4 4 4 4 4 4 7 H	19 3,	0 4 & H 4 0 0 H   20 8 4 H H 8 & H   0,
Repta	No. Cities		<del>-</del>	:'63 : : : : : :	-:	<del></del>
	STATES	MAINE	Total	SOUTH ATLANTIC MATVAIND DISt. of Clumbia. Virginia. West Virginia. North Carolina. South Carolina. Georgia.	Total	South Central. Kentucky. Tennessee. Alabama. Mississippi Louisiana. Arkansa. Arkansa. Oklahoma.
	ļ	Z		ŭ		ŭ

TABLE 6.—Concluded

11	1 1240 10 0	2 2 2 3 3 3 3 2 4 1 1 1 1 2 1 1 1 2 1 1 1 2 1 1 1 1 2 1 1 1 1 2 1		8
	36-39 Yrs.		•	390 262
1	s17 25-15.	4000 w 0 w H · 0   7 · · · H · · · H w	<u>,                                    </u>	566
			~	350 1099
	sy Yrs.	- H	3	135
	28 Yrs.	00704440lw	~	284311
	-S1Y Yrs.	0.0000000000000000000000000000000000000	3	35828
1	.sı Y 3s	0 L N 0 W 0 L H · W 1 4 · · · W 1	∞	424 3
	25 Yrs.	426 2 3 4 5 2 3 4 5 3 3 4 5 3 3 4 5 3 3 3 4 5 3 3 3 4 5 3 3 3 4 5 3 3 3 4 5 3 3 3 3	81	4374
	z4 Yrs.		91	455
	23 Yrs.	20 20 20 20 20 20 20 20 20 20 20 20 20 2	18	513
	zz Yrs.	882 442 711 80 80 80 80 80 80 80 80 80 80 80 80 80	19	615
	zı Yrs.	100 300 200 200 200 200 200 200 2	38	989
	zo Yrs.		31	881
	.erY ei	103 388 388 335 335 335 335 335 335 335 33	30	800
Ħ	.sıY 81	0144444444 7444444444 06	36	904
Тайснт	.sı¥ 7ı	133277286 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	84	1003
HAVE	.eyY 61	11 4 2 8 4 8 4 8 4 4 4 4 4 4 4 4 4 4 4 4 4	41	042
H o	.sıY Şı	000 4 7 8 8 8 7 8 8 7 8 4 8 7 1 1 5 8 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	79	1329 1042
м м	ı4 Yrs.	714 68 46 68 68 68 68 68 68 68 68 68 68 68 68 68	46	15141
NUMBER	13 Yrs.	156 166 167 168 168 168 168 168 168 168 168 168 168	16	
N <sub>o</sub>	ız Yrs.	212 688 688 7111 7711 772 22 177 177 188 84 84	121	8691
٠	.S1Y 11		801	23352110185618691610
	to Yrs.	237 102 102 102 103 103 103 103 103 103 103 103 103 103	138	11011
	.sı¥ 9	1	191	3352
	8 Yrs.	293 899 760 1115 888 888 888 144 144 144 144 145 151 151 151 151 151	661	5742
	7 Yrs.	327 118 118 118 118 118 118 118 118 118 11	239	8612
	6 Yrs.	1146 1163 1163 1163 1163 1163 1163 1163	248	3080 2861 2574
	5 Yrs.	329 1169 1169 1167 1167 1167 1167 1167 116	284	3662 3
	4 Yrs.	410 329 310 327 293 310 327 293 310 327 293 310 327 293 310 327 293 310 327 293 310 327 293 31 310 310 310 310 310 310 310 310 310	343	41823
	3 Yrs.		451	46964
	z Yrs.		558	5587
	.1Y 1		219	5627 5
	Less than		150	2015
Total No. of		5,913 2,592 1,691 2,3904 1,942 1,1942 1,1942 1,1942 1,123 685 1,76 1,206 1,206 1,206 1,206 1,309	4,210	70
	No. Cities	20 20 20 20 20 20 20 20 20 20 20 20 20 2	4	2 62
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TABLE 7—TOTAL LENGTH OF SERVICE (REGARDLESS OF WHERE THE SERVICE HAS BEEN PERFORMED) OF TEACHERS IN 27 OF THE 39 CITIES IN THE UNITED STATES OF 100,000 POPULATION OR OVER

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THE 39 CITIES IN THE UNITED STATES OF 100,000 29 OF TABLE 8—LENGTH OF SERVICE IN THEIR PRESENT LOCATIONS OF TEACHERS IN POPULATION OR OVER

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### PENSIONS OF TEACHERS

The investigations of the sub-committee on pensions have resulted in little beyond establishing the fact, that hardly a beginning has as yet been made in the United States, toward creating a system of pensions for teachers.

In making this statement the committee desires to emphasize the distinction between a pension system properly so called, and all the various schemes of mutual aid, including retirement funds and old age stipends, that have been organized, and are maintained primarily by the teachers themselves, and at their own expense.

In this matter the United States, which might have been expected to go far in advance of other countries if the general interest in public-school education alone had been made the basis of prediction, has in reality fallen behind.

In Great Britain, as long ago as 1839, the necessity of some provision for the old age of the teaching body was recognized in public discussion, and in 1840 a scheme of retiring allowances was adopted by the government, for teachers in the elementary schools. This provision was continued until 1862, when temporarily it was dropped. It was partially revived in 1874. Between 1870 and 1896 four bills for the pensioning of teachers were introduced in the House of Commons, all of which failed of enactment. In 1898, however, a law was passed, which provides a superannuation allowance, payable to teachers that have attained the age of 65 years, when retirement is in most instances compulsory.

The allowance is made up partly by an annuity purchased by small sums—£3 for a man and £2 for a woman—deducted annually from each teacher's salary, and partly by a state pension, calculated according to the years of actual service performed by the teacher.

A young man entering the service at 21 years of age would receive a pension of at least \$330 annually, and a woman teacher under the same circumstances would receive from \$225 to \$250. The law provides also for teachers who, from ill health, are compelled to relinquish their work at an earlier age than 65. This is called a "disablement allowance," and the amount is calculated on the number of years of completed service up to the date of the teacher's "break down." Thus, for a man who commenced teaching at the age of 21, and was compelled to retire from work at 55 years of age, the "disablement allowance" would be \$220, and for a woman \$155. The law is applicable to Scotland as well as to England and Wales. (a)

a Report of the Commissioner of Education, for 1898-99, page 24.

Even more satisfactory is the provision made for teachers under the laws of France.

As members of the civil service, teachers are carried on the pension list and may demand their retirement at 55 years of age if they have twenty-five years' service to their credit. The years passed in the normal school after the student reaches 20 years of age count toward the pension. The rate of pension is based on the average of the teachers' salary for the last six years. For twenty-five years' service the pension is reckoned at 50 per cent. of the average, with one-fiftieth for every year's extra service. The pension can not be lower than 600 francs (\$120) per annum for men and 500 francs (\$100) for women. (b)

b Report of the Commissioner of Education, for 1902, page 712.

The annual appropriations for pensions in France have not hitherto been adequate to retire teachers advanced in years, as rapidly as is desirable in the interest of that efficiency that is secured by the due promotion of the younger teachers.

There is no commonwealth in the United States in which public-school teachers of all cities and counties are by provision of law pensioned upon retirement, out of public funds. In the state of Maryland, certain teachers, under specified conditions, may be pensioned from the public revenues. The provisions of the law of 1902 are as follows:

Whenever any person in this state has taught in any of the public or normal schools thereof twenty-five years, and has reached the age of sixty years, and his or her record as such teacher has been without reproach, and by reason of physical or mental disability or infirmity is unable to teach longer, the said teacher may lay his or her case before the state board of education, and the said board shall proceed to consider the same, and if the facts are found as above stated, the said teacher shall be placed upon a list, a record of which shall be kept by the said board, to be known as the "teachers' retired list" and the names upon said "teachers' retired list" shall be regularly certified by said board to the comptroller of the treasury of this state, and every person so placed upon the said "retired list" shall be entitled to receive a pension from this state of two hundred dollars per annum, to be paid quarterly by the treasurer of this state upon the warrant of the comptroller.

In the state of New York a contribution to the retirement fund for the teachers of the city of New York is made from the public funds, consisting of five per cent. annually of all excise moneys, or fees from licenses to sell strong or spirituous liquors.

Of schemes for providing retirement funds wholly or in part from contributions made by teachers, there have been, or now are, three distinct varieties. The first two have been established under authority conferred by state laws. The third is purely voluntary.

Under the first plan a percentage of salary has been withheld and paid into the retirement fund. This plan was put into operation seven years ago in Ohio. The city teachers of Toledo fought this law in the courts until it was pronounced unconstitutional by the Supreme Court. A similar provision has been declared unconstitutional in Minnesota as regards Minneapolis.

The second plan, which avoids the constitutional doubtfulness of the first, provides for the creation of a fund from fines, donations, and miscellaneous sources, and from contributions voluntarily made by teachers expecting to be beneficiaries. Laws authorizing this plan for all the cities and counties of the state, now exist in New Jersey, Ohio, and California; and applying to cities of 100,000 population or more, in Illinois. In Illinois, however, fines are not included. Applying to the city of Boston, they have been enacted in Massachusetts; applying to the city of Providence, in Rhode Island; and applying to certain cities, in New York and in Michigan.

A purely voluntary arrangement is reported by the Superintendent of Schools at Harrisburg as follows: "Teachers maintain a voluntary pension or annuity fund for their own relief when compelled to retire. This receives no assistance from the board." A somewhat similar arrangement is reported from Norwich, Connecticut.

Following are some of the more important provisions of state laws.

## MASSACHUSETTS

The law of Massachusetts contains the following provisions:

A teachers' retirement fund shall be created in the city of Boston, which shall consist of (a) a permanent fund, made up of gifts and legacies specifically given to said permanent fund, and a sum set apart by the board of trustees; (b) a general fund, made up of gifts and legacies not specifically given to said permanent fund, amounts retained from the salaries of teachers under the provisions of this act, and the interest derived from said permanent fund. The general fund may be drawn upon for the purposes of this act.

Section VI. The city treasurer upon vote of the board of trustees, shall pay out of said retirement fund, in monthly payments, such an annuity to any teacher who shall retire or be discharged from the service of the city as the fund will allow, and said board of trustees shall determine, but in no case shall a teacher receive such annuity unless said teacher has taught for thirty years, and for at least ten years in the public day schools of the city of Boston, except as hereinafter provided.

Section VII. The city treasurer, upon a vote of the board of trustees, shall pay out of the retirement fund, in monthly payments, such an annuity to any teacher who has taught not less than two years in the city of Boston, although less than thirty years in the aggregate, as the fund will allow and said board of trustees shall determine, if such teacher has become incapacitated for teaching and has been discharged from the service of the city of Boston: *Provided*, That a certificate of such incapacity be furnished by the attending physician and by a physician employed by the board of trustees: *And further provided*, That the annuity shall cease when the incapacity ceases.

Section VIII. All annuities shall be uniform in amount whether the annuitants are retired under the provisions of section six or of section seven, except as provided in section nine of this act.

SECTION IX. No annuity shall be paid to any teacher until such teacher shall contribute, or has contributed, to the general fund a sum equal to all the assessments for thirty years, to wit, five hundred and forty dollars.

Section X. Any teacher . . . . who shall retire from the service of the city of Boston, not being in receipt of an annuity shall . . . . receive one-half of the total amount paid by such teacher into said fund.

#### NEW YORK

The law passed by the New York State legislature in 1902, with reference to a retirement fund in Poughkeepsie, provides that the fund be composed of (1) all money, pay, compensation, or salary, or any part thereof, forfeited, deducted, or withheld for or on account of absence from duty for any cause; (2) all moneys received from donations, legacies, gifts, bequests; (3) 2 per cent. of the salaries paid each month.

The law creating a retirement fund in Greater New York designates as sources of this fund (1) money forfeited or withheld for absence from duty; (2) all moneys received from donations, legacies, gifts; (3) 5 per cent. annually of all excise moneys or fees from licenses to sell strong or spirituous liquors. Nothing is said of a regular contribution on the part of the teachers. The amount of annuity is fixed at one-half of the teacher's salary at the

date of retirement, provided it does not exceed \$1,000 in the case of a teacher and \$1,500 in the case of a principal or superintendent, nor shall any annuity fall below \$600.

## NEW JERSEY

This state makes provision for the retirement of teachers, in Article XXVII of its school law. The essential features of the law are as follows: A board of trustees of the teachers' retirement fund is created, which board administers the fund, and pays annuities according to the following provisions:

Whenever any teacher shall have taught in the public schools . . . . for a period or periods aggregating twenty years or more, and shall have become incapacitated from earning a sufficient livelihood, such teacher shall at his or her request, and on the approval of the aforesaid board of trustees, be retired as a teacher, and shall receive an annuity out of the fund . . . equal to one-half of the average annual salary received by such teacher for the five years immediately preceding the time of retirement: *Provided*, *however*, That no annuity shall be less than two hundred and fifty dollars nor more than six hundred dollars: *Provided*, *further*, That no teacher shall be retired under the provisions of this article unless he or she shall have first paid into said fund such sum as shall make his or her total payments into said fund equal to at least twenty per centum of his or her average annual salary for the five years immediately preceding the time of such retirement. The retirement fund herein provided for shall be made up as follows:

- r. One per centum of the monthly salaries of all teachers upon whom this act shall have become binding by its terms prior to January first, one thousand nine hundred and three; one per centum of the monthly salaries of all teachers who shall become members of said fund on or after January first, one thousand nine hundred and three, and who shall have been teaching ten years or less at the time of becoming members of said fund; two per centum of the monthly salaries of all teachers who shall become members of said fund on or after said date, and who shall have been teaching more than ten years at the time of becoming members of said fund: *Provided*, That on or after said date no person who shall have been teaching more than fifteen years shall become a member of said fund unless he or she shall have passed a satisfactory medical examination under such rules as the board of trustees may prescribe: *And provided*, *jurther*, That a teacher, now a member of said fund, shall not be required to pay more than one per centum of his or her salary by reason of the fact that he or she has been teaching more than ten years . . . . . . . . .
- 2. One per centum of all annuities paid under the provisions of this article, which shall be deducted and withheld from each payment made to any annuitant.
- 3. All moneys and property received by donation, legacy, gift, bequest, devise, or otherwise, for or on account of said fund.
- 4. All interest on investments and other moneys which may be duly and legally raised for the increase of said fund.

#### OHIO

The new school code of Ohio, passed April 25, 1904, contains the following provisions:

Any board which has created or shall hereafter create a teachers' pension fund shall pay into such fund all deductions, fines, penalties, and assessments made against teachers or other employees of the board. Such board may also pay to such pension fund, not to exceed 2 per cent. of the amount raised by the board from taxation.

#### ILLINOIS

On May 11, 1901, the law of 1895, which provided for a pension fund, was amended as follows:

That the board of education in cities having a population exceeding 100,000 inhabitants, shall have power and it shall be the duty of said board, to create a public school teachers' and public school employees' pension and retirement fund, and for that purpose shall set apart the following money, to wit: (1) An amount not exceeding one per cent. per annum of the respective salaries paid to teachers and school employees elected by such board of education, which amount shall be deducted in equal installments from the said salaries at the regular time for the payment of such salaries; (2) All moneys received from donations, legacies, gifts, bequests, or otherwise, on account of said fund. (3) All moneys which may be derived from any and all sources: *Provided, however*, That no tax shall ever be levied for said fund; (4) Any public school teacher or public school employee, a part of whose salary is now or may hereafter be set apart to provide for the fund herein created by this act, may be released from the necessities of making further payments to said fund by filing a written notice of his or her desire to withdraw from complying with the provisions of this act with said board of trustees, which said resignation shall operate and go into effect immediately upon its receipt by said board of trustees.

#### **CALIFORNIA**

In California an act entitled "An act to create and administer a public school teachers' annuity and retirement fund in the several counties, and cities and counties in the state" was passed in 1895. It was amended in 1897 and in 1901.

This act creates a permanent and an annuity fund. Teachers become contributors to these funds and beneficiaries by formally signing an agreement. The benefits accrue to agreeing teachers that have served for thirty years in the schools of the state.

Some of the actual arrangements in force, under the provisions of state law supplemented by voluntary co-operation, are thus reported by the United States Commissioner of Education.

Voluntary mutual benefit associations for temporary aid only, exist in Baltimore, St. Louis, Cincinnati, Cleveland, Detroit, Chicago, Buffalo, San Francisco, and St. Paul, and there is one interstate association. These call for one- to two-dollar initiation fee, and one dollar to five dollars annual dues. Special assessments of one dollar are made in some cases. Benefits in sickness range from 50 cents a day to \$10 a week; at death funeral expenses only are paid in some instances, and in others a sum equal to one dollar from each member of the association.

Associations for annuity, or retirement fund only, are in New York, Boston, and Baltimore, and there is an annuity guild in Massachusetts. The initiation fees reported are three to five dollars. The annual dues are one to one and one-half per cent. of salary up to \$18 or \$20. The annuity is from 60 per cent. of salary to \$600 a year. Time of service required for retirement is from two to five years with disability, or from thirty-five to forty years without disability.

Associations for both temporary aid and annuity exist in Hamilton County, Ohio (Cincinnati), Philadelphia, Brooklyn, and the District of Columbia. Initiation fee \$r\$ to \$10; annual dues, \$5 to \$40. Annuity \$5 a week to \$600 per year, and \$100 for funeral expenses in case of death. Temporary aid during illness, \$5 or \$6 per week. Time of service required for retirement is two to five years with disability, or thirty-five to forty years without disability.

To what extent all these plans now in operation in the United States amount to a true pension system, is indicated in the following statement, including details of the more important experiments, submitted by Miss Catherine Goggin, to whom the investigation of this particular point was assigned.

There are but three cities in the country that have anything that can be justly termed a pension system: New York city, Detroit, and San Francisco.

There are several other cities which have something termed incorrectly pensions but which are purely retirement funds, provided entirely through deductions from salaries of teachers. In this list are included Chicago, Boston, Charleston, S. C., and Jersey City.

There is in Norwich, Conn. something known as an annuity guild which, from the data furnished, seems to be a purely voluntary arrangement, not under the protection of a state law.

There was a retirement fund in Toledo and one in Minneapolis, both of which existed through the rule of the board of education, but were declared illegal and unconstitutional by the courts.

Philadelphia has a charity fund known as the Elkins Fund, consisting of one million dollars, which provides for the care of superannuated and indigent teachers.

Chicago has a fund made up of gifts, legacies, and one per cent. of salaries. It is administered by the board of education, two trustees elected by contributors, and the superintendent of schools ex-officio. The term of service is twenty years for women, and twenty-five years for men; three-fifths of which must have been within the municipality.

Teachers may retire voluntarily or be retired by the board of education on completing the term of service required. The amount of the annuity is half salary, provided it does not exceed \$600. The law is optional since the session of the legislature in 1901. When first enacted it was compulsory on all teachers. If the fund is not sufficient to pay the full annuity, the law provides for a proportionate prorating of all annuities.

Detroit has a permanent fund consisting of gifts, legacies, etc.; moneys appropriated by the board of education or raised by approval of the common council and board of estimates; tuition fees of non-resident pupils; interest on daily balances of moneys appropriated for teachers' salaries; moneys which trustees of retirement fund may transfer from the great fund. Interest on this fund must be turned over to the general fund and used in payment of annuities. No other portion of the permanent fund may be so used. The general fund consists of deductions from salaries of teachers, not less than one per cent. nor more than three per cent.; no deduction made on a basis of more than \$1,000; income from interest of said general fund; all moneys deducted from teachers' salaries for absence or for any cause; all moneys intended for the retirement fund and not left specifically to the permanent fund. The board of trustees consists of the president of the board of education, the president pro tem of the board of education, the chairman of the committee on teachers and schools, of the board of education; the superintendent of city schools, and three teachers in the city schools elected from contributors to the retirement fund by ballot, as the board of trustees shall prescribe, for a term of three years, one teacher being elected each year.

The funds are in the hands of the treasurer of the board of education. The amount to be deducted from salaries is determined by the board of education on the recommendation of board of trustees. The permanent fund is administed and invested by the board of education in the name of the board of trustees. The board of trustees may provide for donors to the permanent fund an honorary membership on board without power to vote. In case of the discontinuance of the retirement fund all moneys appropriated therefor from funds of the board of education (tuition of non-resident pupils, deductions for absence, and interest on salary fund) revert to the teachers' salary fund. When the permanent fund has reached \$100,000 no funds may be added to it from deductions for absence or interest on salary fund except by a two-thirds vote of the board of education

The term of service entitling to pension is thirty years, of which twenty years must be in Detroit, or twenty-five years in schools of Detroit render a teacher eligible on application. Teachers incapacitated for duty, having taught twenty years, ten in Detroit, may be retired by a two-thirds vote of the board of trustees. Teachers who resign or are removed for cause, may apply after three months for such a portion of money contributed by them as the trustees shall direct to be paid, not to exceed one-half of their contributions. Annuities are not to exceed \$250. Current expenses of the board of trustees are paid from a maintenance fund of the board of education.

In Jersey City the state retirement fund, is supported entirely by percentage contributions from the salaries of teachers who are members. The annuity is half of the average salary earned during the last five years of service, but cannot exceed \$600.

Any teacher who has taught forty years, or more, in any one school district of the state of New Jersey, must be retired by that district, should he or she apply for retirement. The annuity in this case is one-half of the last annual salary paid.

The Charleston, S. C., fund is composed of one per cent. of salaries. The annuity must not exceed \$250 per year and is given only to teachers whose circumstances are such as to make it imperative that outside aid be given them.

New York city's fund is invested by the city comptroller and is administered by the board of education. The fund is composed of moneys deducted for absence, gifts, etc., five per cent. of excise moneys, and from any other source legally provided for increasing the fund. The term of service is thirty years, twenty of them in New York city. Teachers are retired for physical or mental incapacity, on recommendation of the superintendent and a two-thirds vote of the board. Any teacher sixty-five years of age, having taught thirty years, twenty in New York city, may be retired at the discretion of the board. The law is amended to include normal college teachers and teachers and supervisors in institutions controlled by the departments of public charities and correction. The term of service necessary for normal teachers, is ten years in New York, and thirty years aggregate service. The amount of the annuity is one-half salary at date of retirement, not to exceed \$1,000 for a teacher, \$1,500 for a principal, and \$2,000 for a supervisor. No annuity may be less than \$600. The board has power to use both the principal and the income of the fund.

In San Francisco, the fund consists of assessments of \$12 per year deducted from the salaries of day teachers and \$6 per year from the salaries of evening-school teachers receiving less than \$50 per month; gifts, and legacies, and not less than half of the sums forfeited by absence. The permanent fund is composed of 25 per cent. of all moneys from these sources to the amount of \$50,000 and of all gifts specifically bequeathed. The fund is administered by a commission consisting of the mayor, the superintendent of schools, and the county treasurer who report biennially to the supervisors. The retirement committee consists of five teachers, one at least from primary, and one from grammar schools, elected for three years. The term of service is thirty years, with thirty years assessments. The amount of annuity is \$50 per month. A proportionate annuity is paid to incapacitated teachers who have been contributors for at least five years. The annuity is suspended on return to public-school teaching, or when incapacity ceases, and if the annuitant has received a sum which has reimbursed for his or her contributions. There is a provision for pro rating. Necessary expenses are paid from the fund. All annuities cease if the annuitant returns to the profession of teaching.

The Boston Teachers' Retirement Fund Association was organized under an act of the general court of the state of Massachusetts approved in April 1900. There is a permanent fund made up of gifts and legacies specially given to it, and a sum set apart by the board of trustees. There is also a general fund, made up of all gifts and legacies not specifically given to the permanent fund, together with the interest of the permanent fund and amounts retained for the purpose from teachers' salaries. There is no provision for drawing from the permanent fund. The board of trustees consists of the superintendent of schools ex-officio, three female and three male teachers selected by the teachers of

Boston, and four members of the school committee elected by the school committee. One male and one female teacher are elected annually for a three years' term, and two members of the school committee are elected annually for a two years' term. All these trustees serve without compensation, but necessary expenses are paid from the general fund on approval of the board of trustees.

The city treasurer is custodian of the funds, making payments therefrom under the direction of the board of trustees. He is compensated for clerical services as determined by the board of trustees, this compensation not to exceed \$1,500 per year, appropriated by the school committee of the city of Boston. The sum reserved from teachers' salaries is \$3 each alternate month. The term of service is thirty years, ten in the Boston schools. The amount of annuities is determined by the board of trustees as the fund will allow. The annuity for 1904 is \$180 in monthly payments of \$15 each.

Teachers temporarily incapacitated, having taught not less than two years in Boston, may be paid such an annuity as the trustees determine, and the fund will allow, if discharged for such incapacity, provided that physicians' certificates are furnished. The annuity ceases when incapacity ceases. Such annuities are uniform in amount with other annuities. No annuity is payable until a teacher has contributed \$540 to the fund, being assessments for thirty years, except in cases of incapacity, where the board may make such payment as necessity may require. Teachers who have contributed for more than too years may on retiring without annuity receive one-half of the amount paid by them into the fund. The act is mandatory upon all teachers entering the service after it takes effect and upon such others as may elect to come under its provisions. Principals, supervisors, superintendent, and all instructors are classed under the head of teachers.

## GENERAL TABLES OF SALARIES IN DETAIL

In the general tables giving the salaries of teachers in the various cities and towns of 8,000 population or over in detail, the cities and towns are arranged in the order of population running from the largest to the smallest. In order to assist in finding the cities in the tables, the following list has been prepared in which the cities are arranged in alphabetical order of states and the relative rank of each city according to population is also given, this also indicating the numerical position of the cities in the general tables.

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION

CITIES AND TOWNS	Population	Rank in Popu- lation	Cities and Towns	Population	RANK IN POPU- LATION
ALABAMA— Anniston Birmingham Huntsvile Mobile Montgomery Selma  ARKANSAS— Fort Smith Hot Springs Little Rock Pine Bluff	9.695 42.087 8.068 40.686 32.884 8.713 12.121 9.973 42.036 11,958	447 95 541 102 131 508 389 439 96 397	CALIFORNIA— Alameda Berkeley. Fresno. Los Angeles. Oakland Pasadena Sacramento. San Diego. San Francisco San Jose. Stockton.	18.054 16.400 12.965 116.420 70,386 9,117 30,152 18.420 355,919 22,532 18,430	* 250 280 366 30 57 488 146 256 9

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES WITH RELATIVE RANK ACCORDING TO POPULATION—Continued

,		RANK			RANI
Cities and Towns	Population	IN Popu- LATION	CITIES AND TOWNS	Population	IN Popu Latio
OLORADO—			Illinois—(Concluded)		
Colorado Springs	24 092	185	Rockford	33,361	1
Cripple Creek	7 000	547 26	NOCK ISland	21,251	2
Cripple Creek Denver Leadville	144 588		Springfield	36 211	1
Leadville	13 076	361	Streator	14.880	3
Pueblo	29,237	151	Waukegan	9,426	4
ONNECTICUT-		×	Indiana		
Ansonia	13.383	353	Anderson	23,010 8,130	1
Bridgeport	77.635	53 278	Columbus	8,130	5 2
Ansonia Bridgeport Danbury Greenwich Hartford	16.531	278	Elkhart	16.330	
Greenwich	12,172	386	Elwood Evansville	13.397	3
Manahastar	87.836	47 413	Fort Wayne	61 482 48 031	
Manchester Meriden	11,315 25.088	173	Fort Wayne Hammond	14.258	3
Middletown	9,589	455	Huntington	9 491	3
Naugatuck	11.837	401	HuntingtonIndianapolis	191.033	7
New Britain	28 506	153	l effersonville	10 807	4
New Britain New Haven	114 600	31	Kokomo	11.314	4
New London	18.685	249	Lafayette	18.677	2
Norwich	19 081	245	Logansport	17.068	2
StamfordStonington	16.798	272	Marion Michigan City	19 908	2
Stonington	8,540	516	Michigan City	16,071	2
Torrington	8.360	529 72	Muncie New Albany	24.492	1
Willimantic	56 521 8,937	498	Peru	20.499 8,463	5
wininantic	0,937	490	Peru Richmond	18,712	2
ELAWARE—			South Bend	40.327	1
Wilmington	81,300	51	Terre Haute	38.611	ī
	,0	- 1	Vincennes	10.669	4
. C.—			Wabash	8,618	5
Washington	293,217	15	Washington	8,551	5
LORIDA—			Iowa		
Jacksonville	31,798	136	Boone	8,880	5
Key West	16.823	271	Burlington	23 393	Ţ
Pensacola Tampa	19.547	230 246	Cedar Rapids Clinton	27.948	1
1 ampa	18,932	240	Council Bluffs	23.370 29,171	1
EORGIA-			Davenport	37,768	ĵ
Athens	10,728	429	Des Moines	65.754	•
Atlanta	96.550	42	Dubuque	65.754 38.094	3
Augusta Brunswick	41.283	99	Fort Dodge	14:539 9 278	3
Brunswick	9 081	491	Fort Madison	9 278	4
Columbus	17,707	201	K.eokuk	14 803	3
Macon	23 431	192	Marshalltown	12.633	3
Savannah	64.562	63	Muscatine	14 859	3
LINOIS—			Oskaloosa Ottumwa	9 212	4
Alton	15.386	296	Sioux City	19 457 31.701	2
Aurora	25.485	170	Waterloo	15,034	
Belleville	25 485 18,120	258		3,-34	3
BellevilleBloomington	24 276	258 183	Kansas		
Cairo	13 238	357	Atchison	16,250	
Champaign	9 098	489	Emporia Fort Scott	8.223	
Chicago Danville	1,873 880	2	Fort Scott	9.836	4
Danville	17.749	260	Galena	12,378	3
Decatur East St. Louis	22.736	202 128	Hutchinson Kansas City	9-379	4
Elgin	34 007 23 816	188	Lawrence	55.348	
Evanston	23.810	215	Leavenworth	21,026	2
Freeport	14.179	328	Pittsburg	1 11,138	2
Galesburg	19.609	237	Topeka	35.388	1
Freeport	15.720	292	Wichita	24,917	
Joliet	30.709	143			
Kankakee	14 966	303	Kentucky-		
KewaneeLasalle	8 382	527	Bowling Green	8,226	
Lasalle	10 623	432	Covington	44,759	
Lincoln	8 962	497	Frankfort	9.487	4
Moline	9 622	452	Henderson	10,704	4
Moline Ottawa	18.553 10 888	251	LexingtonLouisville	27.809	1
Juawa		422	1 Newport	215,402	1
Pekin					
Pekin Peoria	8,420 62,094	526 65	Owensboro	29 315 13 822	3

CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—Continued

Cities and Towns	Population	RANK IN POPU- LATION	Cities and Towns	POPULATION	RANK IN POPU- LATION
Louisiana—			Massachusetts—(Concl' d)		
Baton Rouge	11.506	400	Webster	8,804	506
New Orleans	300 625	14	Webster Westfield	13,063	362
Shreveport	16,922	270	Weymouth	11,462	411
			Woburn	14.482	323
Maine—	13.461	251	Worcester	128,552	29
Auburn Augusta	12 031	351	Michigan-		
Bangor	22 675	203	Adrian	9.654	450
Bath	11 002	421	Alpena	11 958	398
BangorBathBiddeford	16,655	275	Ann Arbor	16.033	288
Lewiston	24 379 52 656	179 81	Battle Creek	20.174	227
Portland	8.150		Bay City	27 565 309 653	157
Rockland Waterville	9:477	537 463	Detroit Escanaba	9 549	13 456
water vine	9,477	403	Flint	14,003	332
Maryland—		11	Grand Rapids	91 630	46 481
Annapolis	8.525	519	Iron Mountain	9 242	
Baltimore Cumberland	531 313	6	Ironwood	9 705	446
Cumberland	18 448	254	Ishpeming	13 873	340
Frederick Hagerstown	9 296 14 632	478 319	Jackson Kalamazoo	26 494 26 252	163 164
magersiowii	14.032	319	Lansing	17.499	266
Massachusetts—	1		Manistee	14.695	313
Adams	11,710	405	Marquette	10 328	436
Amesbury	9 473 8 603	464	Menominee	13.475	350
Arlington	8 603	513	Muskegon	20 254	226
Attleboro	12.463 14.802	380	Owosso	8 696	509
Beveriv	594 618	311	Pontiac Port Huron	9.769	443 217
Boston Brockton	43 873	02	Saginaw	41,151	100
Brookline	22 284	208	Sault Ste. Marie	11 072	306
Cambridge	98 444	41	Traverse City	9 407	472
ChelseaChicopee	35 920	124	West Bay City	13,161	359
Chicopee	20 703	220	Manager		
Clinton	14 639	316 515	MINNESOTA— Duluth	F7 207	***
Danvers	8.542 28.317	154	Mankato	57,397 11.127	<b>7</b> 0 418
Everett. Fall River. Fitchburg. Framingham.	114 004	33	Minneapolis	214.112	19
Fitchburg	34.378	126	St. Cloud	8.663	511
Framingham	11.920	400	St. Paul Stillwater	172.038	23
GardnerGloucester	11.530		Stillwater	12 636	374 238
Gloucester	26.562 38 987	160 107	Winona	20,167	2 38
Haverhill Holyoke		83	MISSISSIPPI—		
Hyde Park	14,159	330	Meridian	15.079	299
Hyde Park Lawrence	67.932	60	Natchez	12.843	367
Leominster	13.928		Vicksburg	15,272	298
Lowell	100,150	39	Maggaran		
Lynn	72.350 36.853	56 116	Missouri— Carthage	9,416	471
Marlboro			Hannibal	12.756	372
Medford	20.395	225			449
Melrose	14,294	324	Joplin.  Kansas City.  Moberly. St. Joseph. St. Louis.	30 847	142
Milford	12,156	386	Kansas City	173 064	22
Natick	9 488	461	Moberly	8,012	546
New Bedford Newburyport	68 955	58	St. Joseph	110.479 612.279	37
Newton	14,637 36.350				293
North Adams	26,519	162	Springfield	23 693	190
Northampton	19,738	235	Webb City	9,201	484
Peabody	11,934	399	36		
Pittsfield	23,113	195	Montana—		466
Plymouth	9.592 26,053	453 165	Anaconda	9.453 36.127	122
Quincy Revere	11,814	403	Butte Great Falls	18.215	25
Salem	27 504	114	Helena	13,770	
Somerville Southbridge Springfield Taunton	37.504 68 ogd	59 428	Nebraska—	1	
Southbridge	10.736	428	Lincoln		
Springfield	67.423	61	Omaha		3.
Taunton	32-713		South Omaha	31,383	141
337 1 . C . L J		ı 470l	11	1	1
Wakeheld	04.010	176	NEW HAMPSHIRE-		
Wakefield Waltham Ware	24 912	176	New Hampshire— Berlin Concord	8.886	502

## CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—Continued

CITIES AND TOWNS	Population	RANK IN POPU- LATION	CITIES AND TOWNS	Population	RANK IN POPU- LATION
N 11 (G 11)		ĺ	N		
New Hampshire—(Concl'd)			New York (Concluded)— Poughkeepsie		
Dover	13,333 9.165	354 487	Rochester	24,575 170,798	177
Laconia	8 042	544	Rome	15,448	24 295
Manchester	60 845	67	Saratoga Springs	12,538	377
Nashua	25 275 10 880	172	Schenectady	43,538	93
Portsmouth		423	Syracuse	114,443	32
Rochester	8,466	520	Syracuse Troy	75,567	55 68
N I			Utica Watertown	60 007	
New Jersey— Atlantic City		130	Watervliet	23.787	189 312
Bayonne	33 272 36 829	117	Yonkers	14.726 52,701	80
Bloomfield	9 668	448		32,701	
Bloomfield Bridgeton	14 660	314	NORTH CAROLINA-		
Camden	79811	52 187	Asnville	16,032	289
East Orange	23 972	187	Charlotte	20,050	231
Elizabeth	56.441	73 467	Greensboro	12,051	391
Hackensack	9 443	467	Newbern	9,090	490
Harrison	11,274	415	Raleigh	13,934	337
Hoboken	64 080 210 462	64	Wilmington Winston	21,252 10,605	213 433
Jersey City Kearney	12 045	392	Winston	10,005	433
Long Branch	8,872	504	North Dakota—		
Millville	10.757	427	Fargo	9,589	454
Montclair	15.555	204		9,5-9	734
Morristown	12 200	384	Оню-		
Newark New Brunswick	265 394	16	Akron	47,833 8,974	86
New Brunswick	20 426	223	Alliance	8,974	496
Orange	25 731	167	AshtabulaBellaire.	14,182	327
Passaic Paterson	32 452 113 217	134 36	Cambridge	9,912 8,241	440
Perth Amboy	20 156	239	Cambridge	32,011	533
Phillipsburg	11 975	395	Chillicothe	13,483	135 349
Plainfield	16 599	276	Chillicothe. Cincinnati.	332,934	11
Trenton	70 700	54	Cieveland	414,950	
Union	16 549	277	Columbus	135,487	7 28
West Hoboken	26,523	161	Dayton	92,566	44
New York—			East Liverpool	18,482	253
Albany	02.000	4.0	Elyria Findlay	8,791	507
Amsterdam	93.920 23.082	43 197	Fremont	20,613 8,439	221
Auburn	31 692	139	Hamilton	25,819	523 166
Batavia 1	9 180	486		12,147	388
Bingnamton	41.030	101	Lancaster	8,991	495
Dunaio	381.403	.8	Lima	25,445	171
Cohoes	24 330	181	Lorain	19 379	241
Corning	11.814	402	Mansfield	18.891	247
Dunkirk	9 014 12 276	494 383	Marietta. Marion.	14.872	307
Elmira	37.106	115	Massillon	12,490	364 378
Geneva	11 228	416	MIGGIELOWN	0,215	482
Giens Falls	13.543	348	Newark	19 324	243
Gloversville	19 696	236	Piqua Portsmouth	13,008	365
Hornellsville	12,194	385	Portsmouth	19,192	244
Hudson	9 528	457	Sandusky Springfield	20,021	232
Ithaca Jamestown	13 754	345	Springheld	40,161	105
Johnstown	24 947 10 838	174	Steubenville	14,637	317
Kingston	25.516	425 168	Tiffin Toledo	12,000 145.901	394
Lansingburg.	12 595	376	Warren	8,529	. 518
LansingburgLittle Falls	10 860	424	Wellston	8.045	542
Lockport Middletown	16.743	273	Xenia	8 696	510
Middletown	15 287	297	Youngstown	48 386	84
Mt. Vernon	24 348	180	Zanesville	24,297	182
Newburg New Rochelle	25 501 16 418	169			
New York	10.418	279	OKLAHOMA—		
Niagara Falls	3,716 139 22 172	200	Guthrie Oklahoma City	11,407	412
Niagara Falls	9 069	492	Oxianoma City	12,800	371
0 1 1	15.033	302	Oregon-		
Ogdensburg	-0 -00			0 -0-	528
OgdensburgOlean	9 462	465	AStoria	0.3011	
Olcan	22.500	206	Astoria Portland	8.381 98,655	40
Oswego	22.500 10.562	206 434	Portland	98,655	
Olcan	22.500	206	Portland Pennsylvania— Allegheny	98,655 138,018	

# CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—Continued

Cities and Towns	Population	Rank in Popu- lation	CITIES AND TOWNS	Population	RANK IN POPU- LATION
PENNSYLVANIA—(Concl'd)			Tennessee—		
PENNSYLVANIA—(Concl'd) Allentown	38.573	109	Chattanooga	30.469	1.
Altoona	41,565	98	Uarksville	9,431	4
Beaver Falls	10,150	438	Jackson	9,431 15 852	29
Braddock Bradford	17.436 15.803	267 201	Momph:	34.344	12,
Butler	11.489	410	Memphis Nashville	113.669 82,711	34
Carbondale	14 250	326	Trasir vine	62,711	50
Carlisle	9 626	451	TEXAS		
( hambersburg	8.864	505	Austin	23,574	101
Chester	35.995	123	li Beaumont	9.427	469
Columbia	12,832	370	Corsicana Dallas	9,313	477
Danville Dubois	8,042	545	Dallas	44,159	91
Dunmore	9.375 13,864	475 341	El Paso	12,062	390
Duqueene	9 036	493	Fort Worth	17,577 27,192	264 158
Easton	26.775	159	Galveston	31,742	137
Erie	56.363	74	Houston	50,760	82
Harrisburg	52.951	79	Laredo	14,062	333
Hazelton	15.053	300	Palestine	8,297	530
Homestead	13 946	336	Paris	9,358	476
JohnstownLancaster	39 059	106	San Antonio	58,016	09
Lancaster	44.294 18,516	89 252	Sherman	11,116	420
Lebanon MeKeesport	38,274	110	Tyler Waco	22,558	540
Mahanov City	14,170	329		22,530	204
Meadville	10,522	435	Utah		
Meadville	14,658	315	Ogden	16,739	274
Nanticoke	12,737	373	Salt Lake City	57,138	71
Newcastle	32,593	133	37		
Norristown	23 006	199	VERMONT— Barre	00	
Oil CityPhiladelphia	13.963 1,367,716	335	Burlington	8,448 19.855	522
Phoenixville	9,196	485	Rutland	11,730	234 404
Pittsburg	345,043	10		22,730	404
Pittston	13.231	358	Virginia		
Plymouth	14.942	304	Alexandria	14,585	320
Pottstown	13.819	343	Danville	17,276	268
Pottsville Reading	16,187	284	Lynchburg	21,350	212
Scranton	85,051	49 38	Newport News	9,715 24,100	444
Shamokin	19.342	242	Norfolk	55.149	184 78
Sharon	8.916	501	Petersburg Portsmouth	21,549	211
Shenandoah	21,635	210	Portsmouth	17,628	262
South Bethlehem	14,123	331	Richmond	86,148	48
Steelton	13.038	363	Roanoke	23,097	196
Sunbury Titusville	0.810 8.244	442	Washington-		
Warren	8,043	532 543	Seattle	92.020	45
West Chester	9.524	458	Spokane	41.027	97
Wilkesbarre Wilkinsburg	55.921	70]]	Tacoma	45.102	87
Wilkinsburg	14.552	321	Walla Walla	11,651	407
Williamsport	29 246	150	XX X/		
York	36,438	110	WEST VIRGINIA—	70.407	-0-
RHODE ISLAND-		- 11	Charleston	12,407	381
Central Falls	19,571	238	Parkersburg	16,193	379 283
Cranston	14.915	305	Wheeling	40,186	104
Cumberland	8.925	500	-		
East Providence	13.254	356	Wisconsin—		
Lincoln	8.937	499	Appleton	16 051	28 <b>6</b>
Newport Pawtucket	22.808	201	Ashland Beloit	14 010	334
Providence	42 711	94	Chippewa Falls	11,672 8 094	406
Warwick	189 742 22 384	21	Eau Claire	17 547	539 265
Woonsocket	30,415	145	Fond du Lac	10 037	287
1	3-77 3	- 73	Green Bav	20 142	240
SOUTH CAROLINA-			Janesville	13 890	339
Charleston	56 062	75	Kenosha	13.617	346
Columbia	22 836 12 835	200	La Crosse	30,038 20 886	147
Spartanburg	12 835	360	Manitowoc	12 842	210 368
Spartamourg	13,150	360	Marinette	17 506	308 263
S. DAКОТА—		- 11	Merrill	8.537	517
	10 293		Milwaukee	312 736	12

## CITIES AND TOWNS WITH POPULATION OF 8,000 OR OVER, BY STATES, WITH RELATIVE RANK ACCORDING TO POPULATION—Concluded

CITIES AND TOWNS	Population	Rank in Popu- lation	Cities and Towns	Population	Rank IN Popu- Lation
Wisconsin—(Continued) Oshkosh Racine.	29.919 31.529	148	Wisconsin—(Concluded) Wausau	13,284	355
SheboyganStevens PointSuperiorWatertown		186 459 118 524	WYOMING— Cheyenne Laramie	14 807 8,207	309 536

TABLE I.—NUMBER AND MINIMUM, MAXIMUM, AND AVERAGE YEARLY SALARIES OF PRINCIPALS AND TEACHERS IN HIGH AND ELEMENTARY SCHOOLS AND KINDERGARTENS

						Нісн	SCHOOLS	rs		,			ELE	ELEMENTARY		SCHOOLS			Kı	NDER	KINDERGARTENS	SN	
Cirry	Popula-	Teach- ers and	Yearly Salary		Principals	s		Теа	Teachers			Princ	Principals			Teachers	srs		Directors		Teachers	ers	
		Super-	of Supt,		Yearly Salary	alary	2	Yea	Yearly Salary	Į,	- 0	Year	Yearly Salary	'n	- 2	Year	Yearly Salary	.0		ž	Year	Yearly Salary	ary
	_	Officers			Min.   Max.	. Av.	j	Min.	Max.	Av.	-	Min.	Max.	Av.	io l	Min.	Max.	Av. N	Salary	!	Min.	Min. Max. Av.	ا <u>بر</u>
I. New York, N.YM		::	a\$8,000	14	3.400 \$5,000 1,900 2,320	20 \$4,671	297	\$ 950	\$3,500	\$1,987 1,544	195	\$1,735 \$3,500	2,500	\$3,310	677 10,570	\$ 654	\$3,000 \$	\$1,556	\$2,533	<u>(e)</u>	:0	(©):	(c)
T 3,	T 3,716,130	13.371	. :	d16 1,9	1,900 5,000	20 4,351	643	700	3,500	1,749 6418	6418	1,440	3,500	2,777	f11247	540	3,000	966	2,533	(g)	(3)	િ	ં
2. Chicago, Ill $\mathbb{F}$		: :	g10,000	1.5	2,800 3,000	2,960	153	900	2,400	1,541	121	1,200	2,500	2,288	101	550	1,125	869	::	:: :::	\$550 \$950	\$950	(e)
T,	T 1,873,880	5,574	:	15 2,8	2,800 3,000		2,960 h341	750	2,400	1,446	226	1,200	2,500	2,284	14,790	550	1,150	823	÷	3	550	950	(0)
3. Philadelphia, Pa. M		::	k5,000	133	3,500 4,000	3,800	103	800	3,000	2,107	83 175	995	2,500	2,017	53	980	1,250	1,095	1,800	(è):	470	770	(¢)
T.	T 1,367,716	3,832	:	6 2,	2,500 4,000	00 3,583	3 1227	550	3,000	1,491	77258	815	2,500	1,479	13,247	470	1,250	717	1,800	<u> </u>	470	770	(0)
4. St. Louis, MoM		: :	n5,500	ε :	2,304 3,600	3,135	52.5	1,040	2,472 1,856	1,424	32	896	2,304	1,970	1,262	420		654 I	2,048	228	272	780 \$449	
T	612,279	1,831	:	3 2,	2,304 3,600		3,135 0106	900	2,472	1,296	85	728	2,304	1,839	1,262	420	948	654 I	2,048	228	272	780	449
5. Boston, MassM		: :	6,000	Ξ:	3,780 4,200	3,818	3 102	672 936	3,060	2,406 1,386	. 28	2,700	3,180	3,137	69 1,484	1,500	2,460	2,182 883 I	2,880	991	432	792	657
T	594,618	2,222	:	11 3,	3,780 4,200		3,818 \$223	672	3,060	1,853	28	2,700	3,180	3,137	1,553	552	2,460	941 I	2,880	991	432	792	657
6. Baltimore, MdM			5,000	٠٠:	2,400 2,400	400 2,400	. 48	444 504	2,200	1,329	57	900	I,500 I,200	1,221	1,311	348	1,008	620 525		42	200	504	342
H	531,313	1,681	:	.2	2,400 2.400	2,400	800	444	2,200	1.100/104	104	700	1.500	1.084	51.353	348	1,008	528	_	42	200	504	342

a Also 8 associate superintendents at \$5,500 and district superintendents (3 women) at \$5,000.
b Included in elementary teachers, number not reports

26

b Included in elementary teachers, number not reported.

Not reported.
d Including 3 teachers in charge of high school annex at \$1,000 to \$3,400, average \$2,540.

Finchuding to acting principals at \$1.440 to \$1.735, average \$1.406, and 6 heads of departments at \$1.600.

Jinchuding kindergarten teachers, number and salary not reported.

§ Also 6 district superintendents at \$4.000.

# Including I assistant principal at \$2.400.

i Including 224 head assistants at \$500 to \$1,150, average \$1,103, and kindergarten teachers, number not reported. † Included in primary teachers and paid on primary schedule; number not reported.

hedule; number not reported.

# Also of assistant superintendents at \$3,000.

# Including 10 heads of departments at \$3,000.

# Including 161 supervising principals at \$1,250

at at

m Including 161 supervising principals at \$1,250 \$2,500, average \$1,746.
n Also 4 assistant superintendents of instruction \$3,600 to \$4,000, average \$3,800.

o Including one assistant principal at \$2,472.

p Including 2 assistant principals at \$1,836 and \$2,040,
average \$1,938.
c Including a assistant principals at \$1,500 to \$2,200.

Article (1970) assistant principals at \$1,500 to \$2,200, overage \$1,500 to \$2,000, overage \$1,500 to close of buildings: do not include 23 group principals, at \$1,800 to \$2,000, average of the controlled and the controlled

\$1.901.
5 Including 12 "prep" teachers at \$640 to \$850, average \$721 and 10 practice teachers at \$700.

TABLE I-Continued

Frincipals
\$3,000 \$3,500 \$3,100
3,100 0142
2,500
2,500
2,832
2,832
3,000
3,000
2,533
2,533
2,200
2,200

a Also 2 assistant superintendents at \$2,500 and \$3,000, b Including 10 assistant principals at \$1,700 to \$2,100, average \$2,750. average \$1,880.

average, viroluding r supervisor of grammar and r of phymary grades at \$5,000 each.

d'Including 58 assistant principals at \$6,40 to \$900, average \$770, and 47 German teachers at \$400 to \$660, average for.

average for.

average for.

average for.

by \$4,800.

/Including 23 assistant principals at \$1,500 and 3 French and German teachers at \$900 to \$1,056, average

\$972 g Including 69 assistant principals at \$900 to \$1,200, average \$680; average of \$72 teachers (not including assistant principals) \$607. Ki findergartens under control of Pittsburg and Alle-ghany Free Kindergarten Association, Board of Education appropriating \$30,000 per annum toward maintenance. i Not reported.

j Also 2 assistant superintendents at \$2,500.

R Including 8 first English assistants at \$1,200 to \$1,500,
average \$1,325; 28 first German assistants at \$1,200 to \$1,500, average \$51,318; and 113 German teachers at \$450
t \$1,500, average \$573.
t Also 3 assistant superintendents at \$2,000 to \$2,400,
average \$2,300.

m Including 91 German teachers at \$600 to \$000, average \$650.

TABLE I-Continued

																									11
		No. of					Нісн Ѕсноогѕ	СНОО	LS					ELE	ELEMENTARY SCHOOLS	RY SCI	HOOLS			-	KINDERGARTENS	RGAR	TENS		
راسم	Popula-	Teach- ers and	သို့လိ		Pri	Principals			Tea	Teachers	٠		Princ	Principals			Teachers	lers		Directors	ors	Te	Teachers	ş	,
	1903			1	Ye	Yearly Salary	ıry		Yea	Yearly Salary	r,	- 5	Yea	Yearly Salary	Į.		Yea	Yearly Salary		o Yearly	l'y	_	Yearly Salary	Salary	
		Officers		.0	Min.	Max.	Av.		Min.	Max.	Av.	-	Min.	Мах.	Av.		Min.	Max.	Av.		- 1		Min. Max.	x. Av.	, I
13. Detroit, Mich M		::	\$4,000	æ :	\$2,000	\$3,000	\$2,333	34	\$ 700	\$1,755	\$1,171	20 0	850	\$1,800	\$1,511	731	\$800	\$ 800 1,000	\$800	\$1,800			75 \$350 \$750 \$515	.o.	. 10
I	309,653	1,048	:	3	2,000	3,000	2,333	105	700	1,755	1,082	0110	850	1,800	1,253	732	350	1,000	989	1,800		75 350	0 750	515	25
14. New Orleans, La.M		: :	b2,500	H 2	1,800	1,260	1,800	25	1,125	1,350 1,080	1,170	20 6	900	066	975 805	595	585	585	585	::	. 4	41 315	5 540	449	6.1
Ī	300,625	799	:	3	1,260	1,800	1,440	636	585	1,350	876	65	585	066	821	d597	315	585	479		4	41 315	5 540	0 449	6
15. WashingtonM D. C.		: :	64,000	20.00	1,800	1,800	1,800	83	500	1,500	896	17	750 675	1,500	1,035	29 890	500	825	590.	I,200	- 1	84 250		464	. 41
T	293,217	1,427	:	7	1,800	1,800	1,800	202	200	1,500	862	/i Io	675	1,500	666	616	200	1,000	637	1 1,200		84 250	800	464	4
16. Newark, N.JM		: :	4,500	r :	3,500	3,500	3,500	29	1,300	2,200	1,988	36	1,500	2,200	2,017	750	650 450	1,200	875	· : H	6 006	90 450	750	656	. 9 1
$\mathbf{T}_{\parallel}$	T 265,394	086	:	н	3,500	3,500	3,500	46	000	2,200	1,493	45	850	2,200	1,896	8754	450	1,200	711	н	6 006	90 450	0 750	959 0	9
17. Jersey City, N.JM		: .	4,500	۳:	2,900	2,900	2,900	16	800	2,400 I 200	1,933	29	2,000	2,500	2,380	549	408	1,190	650	::		::	::	: :	1
T	T 219,462	644	:	н	2,900	2,900	2,000	<b>h</b> 19	800	2,400	1,284	4	1,200	2,500	1,754	<b>i</b> 549	408	061,1	650	:	· :	:	:	<u>:</u>	
18. Louisville, KyM		::	4,200	4:	1,800	2,500	2,325	38	600	1,800	1,197	31	750 750	1,750	1,315	492	400 350	525 625	467	:::	(j)	350	. 625	5 (%)	
T	T 215,402	618	:	4.	008,1	2,500	2,325	73	000	1,800	1,076	<b>j</b> 45	750	1,750	1,151	k495	350	625	504	<del></del>	(g)	350	0 625	(m)	_

a Not including 1 supervisor of grades at \$2,500. b Also 2 assistant superintendents at \$1,500 c Including 3 assistant principals at \$1,080 to \$1,350,

average \$1.170. d Including 60 assistant principals at \$405 to \$585, average \$509, and not including 34 cadets at \$240.

high schools at \$2,500.

J Not including 13 supervising principals at \$2,000 and 1 director of primary work at \$1,500.

g Including 62 assistant principals at \$850 to \$1,200, average \$988.

h Including 1 assistant principal at \$2,400. e Also 2 assistant superintendents and 1 director of

i Including 45 assistant principals at \$940 to \$1,190,

average \$985.

j Including 1 assistant principal at \$1.200.

j Including kindergarten teachers, number not reported.

l Included in elementary teachers.

m Not reported.

TABLE I-Continued

			Vessler			н	Нісн Ѕсноогѕ	CHOOL	s					ELE	ELEMENTARY	RY SCI	SCHOOLS			X	INDE	KINDERGARTENS	ENS	
CHA	Popula-	Teach- ers and	Salary		Prin	Principals			Teachers	hers			Princ	Principals			Teachers	iers		Directors	8	Teac	Teachers	
•	1903		ot Supt.	-	Yea	Yearly Salary			Year	Yearly Salary	İ.	-	Year	Yearly Salary	2	-	Yearly	rly Salary			<u> </u>	l	Yearly Salary	lary
		Officers			Min.	Max.	Av.	-	Min.	Мах.	Av.	No.	Min.	Max.	Av.	OZ	Min.	Max.	Av.	Z Salary	ģ		Min. Max. Av.	Av.
19. MinneapolisK Minn.	•		\$4,250	4 :	\$2,300	\$2,700	\$2,400	32	\$850	\$1,500	\$1,064 894	9 \$	\$1,050	\$1,650	\$1,322 1,117	762	\$450		\$699			4\$300\$700\$500	\$700	\$200
Ţ	214,112	952	:	4	2,300	2,700	2,400	138	009	1,500	933	26	800	1,650	1,150	762	450	800	669			300	700	50
20. IndianapolisM Ind.		; :	a5,000	٠: ١	2,500	2,600	2,550	44	700	1,800	1,133	29	700	1,200	1,014	200	500	888	622 . 582 .	::	::	::	: :	::
T	191,038	3 710	i	8	2,500	2,600	2,550	28	700	1,800	1,027	989	200	1,200	626	6517	904	800	582		:	:	<u> </u>	:
21. ProvidenceM R. I. F		::	4,000	4:	2,500	2,500	2,500	33	000	2,000	1,394	15	1,500	2,000 850	1,967	406	. 604	1,000	593	I,000	. 22	300	: 00	434
Т	189,742	1114	i	4	2,500	2,500	2,500	980	009	2,000	1,253	83	550	2,000	616	6406	604	1,000	593	1,000	52	300	8	434
22. Kansas CityM Mo. F		: :	<i>f</i> 4,000	4 :	2,000	3,000	2,438	55	450	1,800	1,104	26	675 675	1,620	1,256	481	450	630	549.	::	:**	3 405	495	439
T	T 173,064	104	:	4	2,000	3,000	2,438 giio	011	405	1,800	970	84	675	1,620	1,307	486	405	630	592			8 405	495	439
23. St. Paul, MinnM F		::	h3,600	4:	2,000	3,000	2,250	52	750	1,300	1,028 949	35	750	1,500	1,171	446	. 64	750	644	::	: 8	. 64	750	589
T	172,038	9 220	:	4	2,000	3,000	2,250	19	200	1,300	926	142	2004	1,500	1,121	446	904	750	644	:	9	400	750	589
24. Rochester, N.YM		: :	5,000	<b>H</b> :	2,600	2,600	2,600	12	800	2,000	1,363	12	1,100	1,800	1,583	4	30.	. 609	549	::	70:	30:	: 00	536
T	170,798	949	i	н	2,600	2,600	2,600	69	009	2,000	998	31	650	1,800	1,187	444	300	9	549	:	. 70	300	8	536
25. Toledo, OH		: :	4,000	ο :	1,500	2,000	1,750	10	700	1,500	1,200	8	900	1,100	1,063	350	350	750	587	: i	33	3 175	: 00	410
T	145,901	490	i	77	1,500	2,000	1,750	39	009	1,500	1,050	34	700	1,100	964	362	350	750	589.	:	33	3 175	9	410

a Also 2 assistant superintendents at \$2,500.
b Not including 19 supervising principals at \$1,200 to \$1,500, average \$1,430, c.
c Including 14 assistant principals at \$800 and 35
German teachers at \$400 to \$650, average \$579.

d Not including 6 student teachers at \$400.
e Including 9 critic teachers at \$600 to \$1,000, average \$822, and not including 10 substitutes at \$400 and 28 pupil teachers at \$300.
f Also 7 assistant superintendents at \$2,400.

\$341. h Also 1 assistant superintendent at \$1.800. i Not including 3 supervisors at \$1,300.

g Not including 7 substitutes at \$315 to \$360, average

TABLE I-Concluded

	ļ	lary	Av.	\$450	450	657	657	::	:	472	472	535	535	489	489	(k):	(k)
SNS	Jers	Yearly Salary	Max.	5550	550	750	750	::	:	. 009	9	750	750	: 00	9	(k):	(k)
ARTE	Teachers	Year	Min. Max. Av.	40 \$325	325	550	550	::	:	350	350		420	300	300	(k):	(k)
Kindergartens		ž		: 4	8	: 4	14	::	:	2 .	27	. 85	85	: %	30	(k):	(¥)
KINI	Directors	,	Salary	\$1,100	1,100	::	1	::	:	1,050	1,050	1,300	1,300	1,000	1,000	1,200	1,200
	D.			: H	H	::	1:	::	:	; H	H	:н	H	: н	H	: H	H
		ıry	Av.	\$787	762	745	745	546	546	656 574	575	777 694	269	500	536	579	579
	hers	Yearly Salary	Max.	\$ 808 1,010	1,010	. 00	8	618	618	750	750	1,000	1,000	800	900		650
HOOLS	Teachers	Yea	Min.	\$760	635	500	500	380	380	300	300	540	540	300	300	300	300
RY SC		2		525	532	328	328	390	390	8 419	e427	478	8497	343	346	394	394
ELEMENTARY SCHOOLS	_	y	Av.	\$1,444 1,267	1,386	1,884	1,862	1,116	1,116	1,164	1,005	1,478	1,294	850	724	1,740	1,215
ELE	Principals	Yearly Salary	Max.	\$2,000	2,000	2,100	2,100	1,140	1,140	1,900	1,900	1,925	1,925	850	1,000	1,800 1,000	1,800
	Princ	Year	Min.	\$ 950	950	1,600	1,600	855	855	999	009	1,050 850	850	850	500	1,200	700
		2	-	31	46	19	2 I	33	33	11	d33	17	59	28 1	129	23	33
			Av.	\$1,345 1,096	1,218	1,155	1,080	1,097	1,120	1,433	1,051	1,332	1,222	1,150	915	1,664	936
	iers	Yearly Salary	Max.	\$1,900	1,900	I,400 I,400	1,400	1,282 1,282	1,282	2,300	2,300	1,750	1,750	2,000	2,000	2,100	2,100
•	Teachers	Year	Min.	\$ 800 800	800	750	750	808	808	200	500	1,000 1,000	1,000	600 400	400	1,000	550
CHOOL		Ş		51	100	II	22	23	70	46	020	17	153	34	h55	11.	j.56
Нісн Ѕсноогѕ		ry	Av.	\$2,925	2,925	2,000	2,000	1,829	1,829	3,000	3,000	2,600	2,600	3,200	3,200	2,750	2,750
,щ	Principals	Yearly Salary	Max.	\$3,200	3,200	2,000	2,000	1,900	1,900	3,000	3,000	3,000	3,000	3,200	3,200	3,000	3,000
	Prin	Yea	Min.	\$2,500	2,500	2,000	2,000	1,615	1,615	3,000	3,000	2,200	2,200	3,200	3,200	2,500	2,500
		2		4 :	4	н:	н	4:	4	· :	3	~ :	8	н:	I	٠ :	79
	y early Salary	of Supt.		\$ 45,000	i	3,000	:	2,850	:	4,000	:	3,600	:	3,800	:	4,000	:
	Teach- ers and			::	747	::	419	::	540	::	119	::	711	::	483	::	503
	Popula-		_		144,588		138,018	: :	T 135,487		128,552	: :	T 116,420	: :	114,600	: •	114,443
	71			26. Denver, Colo M	I	27. Allegheny,Pa.(b).M	H	28. Columbus, OM	H	29. Worcester, Mass. M	T	30. Los AngelesM Calif.	T	31. New HavenM Conn. F	H	32. Syracuse, N. YM	T

a Also 2 assistant superintendents at \$3,000 and \$4,000, average \$3,500.

b Report noted "to take effect June 1, 1005."
c Including 4 assistant principals at \$000. to \$700, average \$500.

d Not including 8 supervising principals at \$2,000 to \$2,300, average \$4,188.

Front branches at \$300 to \$5.50, average \$5.15.

Finduding 7 heads of departments at \$1.650 to \$1.750, average \$1.664.

Finduding 7 assistant principals at \$1.000.

Finduding 7 assistant principal at \$5.000.

i Not including 11 supervising principals at \$1,200 to \$2,300, average \$2,055.

† Including 1 assistant principal at \$2,100 and 6 heads of departments at \$1,800.

k Not reported.

TABLE I-Continued

		No. of	11			1	Нісн Sc	SCHOOLS						ELEME	ELEMENTARY	SCHOOLS	LS			Kır	NDER	KINDERGARTENS	NS	
i	Popula-	Teach- ers and	Š		Prir	Principals		-	Teachers	ers		F	Principals	ls		T	Teachers	ų.	<u> </u>	Directors		Teachers	ers	
CIIA	1903			1 :		Yearly Salary	Į,	-	Yearl	Yearly Salary		- 5	Yearly Salary	Salary	2		Yearly	Salary	.0	Yearly		Yearly	ly Salary	ary
				ġ	Min.	Max.	Av.	<u> </u>	Min. M	Max.	Av.	Min.	n. Max.	x. Av.	_	Min.	n. Max.		Av. N		<u>.</u>	Min. Max.	Max.	Av.
33. Fall River, Mass. M	:::	::	\$3,300	H :	\$3,000	\$3,000	\$3,000	9 I	800	\$2,000 \$1	\$1,220	389	900 \$1,600 560 1,400	00 \$1,289 00 684		316 35	\$520 \$	\$520	\$520	: :	:9	6\$360\$480		\$420
I	114,004	411	:	Н	3,000	3,000	3,000	421	800	8	1,090	47 50	560 1,600		800	317 3	320	640	493	i	9	360	480	420
34. Memphis, Tenn.,M	: : : :	::	2,400	H -:	1,500	1,500	1,500	I Z	675	675 945	675 829	9.8	990 1,0 855 1,1	1,080 1,0 1,125 1,0	1,035 1,065	128 3	360	765	534	: :	::	::	::	-::
T	113,669	b158	:	H	1,500	1,500	1,500	613	675	945	817	8	855 1,129	-10	090'1	128 3	300	292	534	:	:	:	- <u>:</u>	:
35. Omaha, NebM	: : : :	::	3,600	۳:	2,400	2,400	2,400	39	760 I 665 I	1,500 1,800	1,067	34 7	760 1,42	. 10	611,1	283	380		632 I	\$1,235	. 5	380:	713	549
I	113,361	424	:	I	2,400	2,400	2,400	d51	1 599	1,800	1,014	34 7	760 1,4	1,425 1,1	611,1	283 3	380	094	632 I	1,235	50	380	713	549
36. Paterson, N. JM	::	: :	3,600	۳:	2,300	2,300	2,300	8 I	1,200 900	1,200	1,200	17 1,500		1,800 1,6 900	1,641	305	550	725	580 I		19	575	575	575
L	113,217	396	:	-	2,300	2,300	2,300	23	1 000	1,200	1,004	6 61	8,1 006	1,800 1,5	1,563	305	550	725	580 I	1,500	19	575	575	575
37. St. Joseph, MoM	: : : : : : : : : : : : : : : : : : :	::	2,500	∾ :	066	2,000	1,495	∞ %	585 405	1,485	980,1	2, 2,	585 8	878	783	101	473	473 540	473	: :	::	::	::	::
T	110,479	282	:	64	066	2,000	1,495	28	405 I	1,485	857	32 54	585 8	878	795	192	315	540	477	:	:	:	:	:
38. Scranton, PaM		::	3,500	۳:	2,500	2,500	2,500	IS I	1,000 I 750 I	1,500 1	1,273	22 14 7	700 700 9	950	875 882	306	. 00	650	555 I	1,000	13:	450	200	473
T	107,026	400		*	2,500	2,500	2,500	52	750 I	1,700	1,185	36 7	002	950	878	306	400	650	555 I	1,000	13	450	200	473
39. Lowell, MassM	:::	::	3,000	н :	3,000	3,000	3,000	9 4	800 2 650 I	1,000	1,383	33 6	,000 2,0	2,000 2,0	645	215	500		595 I	500	25	450	500:	476
T	100,150	333	:	I	3,000	3,000	3,000	30	650 2	2,200	915	42 6:	625 2,000		935	215 5	200	009	595 I	200	25	450	200	475
40. Portland, OreM	:::	::	3,000	٠:	2,000	2,000	2,000	15	950 900	1,000	976	23 8 8	800 1,6 850 1,5	1,650 1,2 1,550 1,1	1,274	304 5	550	750	684	: :	: :	::	::	::
F	98,655	362	•	н	2,000	2,000	2,000	22	000	1,000	986	27 80	800 1,650		1,252	304 5	550	750	684	:	:	:	:	:
a Including 1 assistant principal at \$2,000. b Not including teachers of colored schools, not reported	tant print	cipal at	\$2,000. hools, no	t rep	vorted.	0	c Including	. +	ssistant	t princi	assistant principal at \$945.	\$945.			aver	d Including 2 assistant principals at \$1,500 average \$1,650.	ng 2 as	ssistant	princi	pals at	\$1,5c	so an	and \$1,800,	6

TABLE 1—Continued

Min. Max. Av.
,300 2
\$1,200 \$1,400 \$1,30 450 900 67
£4.
_
2 000
3 3,000
428
98,444 42
T 42. Atlanta, GaM

a Including 1 assistant principal at \$1,250.
b Including 21 assistant principals at \$400 to \$650,
average \$5:88.
c Including 1 assistant principal at \$2,500.

d Including 1 assistant principal at \$1,440.
e Including 22 assistant principals at \$720, and kinder-garten teachers, number not reported.
f Included in elementary teachers, number not reported.

g Not reported.
| kinder h Including 2 assistant principals at \$792 and \$1,125, average \$059.

TABLE I-Continued

		No. of				. ,	Нісн Ѕсноогя	HOOLS						ELEM	ELEMENTARY	v Schools	OLS		•	X	KINDERGARTENS	ARTE	SN	
, in	Popula-	Teach- ers and	Yearly		Prin	Principals		-	Teachers	ers			Principals	als			Teachers	ırs		Directors		Teachers	Jers	
dio		Super-		-	Yea	Yearly Salary		-	Yearly	Yearly Salary		-	Yearly	Yearly Salary		- 2	Year	Yearly Salary			ź	Year	Yearly Salary	ary
		Officers			Min.	Max.	Av.		Min. M	Max.	Av.	Min.		Max.	Av.		Min.	Max.	Av. N	Salary		Min. Max.	Max.	Av.
49. Reading, Pa M	A	::	\$2,500	нн	\$1,800	\$1,800 \$1,800 (1,400 (1,400)	\$1,800	8 oi	800	\$1,500 \$1	\$1,238 890	:: -::	- · · - : :		-::	317	\$350	\$670	\$483	-::	-::	::	::	::
	F 85,051	341	:	10	1,400	1,800	1,600	81	800	1,500	1,044	: 			 	317	350	670	483	:	:	:	÷	:
50. Nashville, Tenn. M	₩ ₩	::	3,000	٠: ١	1,200	2,250	1,725	7.0	750 I 650 I	1,550	1,150	10 \$ 7	700 \$1,	\$1,550 \$I	\$1,140	15 186	350	800 850	557	: :	::	::	::	::
	T 82,711	238	:	8	1,200	2,250	1,725	9I	650 I	1,550	1,022	7 01	700 1,	1,550 I	1,140	2201	300	850	539	:	:	:	:	:
51. Wilmington M Del.	<u> </u>	::	2,200	нн	1,900	1,900	1,900	491	500 600	1,000 800	0889	. 4	. 4 . 00	850	614	2	350	: 00	432	::	: :	::	:	::
	T 81,300	285	:	8	1,200	1,900	1,550	8	200 I	1,000	710	25	8	850	614	222	350	009	432	:	:	:	:	:
52. Camden, N. J M	चुम	::	3,000	н:	1,400	1,400	1,400	12	, s	1,200	917	29 1,2 0	1,250 I, 600 I,	I,450 I	1,213	270	400	725	526	::	: '	\$440 \$520 \$486	\$520	486
•	Т 79,811	333	:	H	1,400	1,400	1,400	81	800	1,200	889 6	b33 6	600 I,	1,450	914	270	400	725	526			440	520	486
53. Bridgeport M Conn. F	<u> </u>	::	3,900	۳:	2,500	2,500	2,500	13	650 I	1,200	970 854	18 1,5	1,500 1, 650 1,	1,600 1	1,567	204	425	. %	548	-:: 	::	::	::	::
•	T 77,635	248	1	Н	2,500	2,500	2,500	81	650 1	1,200	988	21	650 I,	1,600	780	6204	425	900	548	1	:	:	:	:
54. Trenton, N. J M	₩ :::	::	2,800	н ;	2,300	2,300	2,300	7 01	750 I	1,100	843	2, I , 2	1,200 1,	1,500	1,425 810	199	375	. 0	507	 i \$1,000	( <i>d</i> ):	(g)	(g):	(g):
	T 76,766	246	:	H	2,300	2,300	2,300	17	750 1	1,100	800	24 7	700 1,	1,500	913	199	375	700	507	1,000	( <i>p</i> )	(g)	(g)	(g)
55. Troy, N. Y M		::	2,500	н:	2,500	2,500	2,500	122	1,000 1	1,600 I 850	1,417	31 5	725 I, 500	1,200 I	1,088	135	350	: 000	495	:::	: oi	350	650	472
	T 75,567	206	:	H	2,500	2,500	2,500	81	750 I	1,600	983	67 5	500 I,	1,200	727	135	350	000	495	:	2	350	650	472
56. Lynn, Mass M	- : : - : :		2,500	۸ :	2,500	2,500	2,500	10	700	1,800	1,333	33 1,8	,800 I, 625 I,	1,800 1	969	174	450	625	586	::	: :	::	• : :	::
C	T 72,350	265	÷	8	2,500	2,500	2,500	131	1004	1,800 1	1,056	38 6	625 1,	1,800	843	174	450	625	586	l i	:	:	i	:
		-				,	:	- :				'					:							1

e Not including 1 supervisor of primary work at \$750. f Including 1 assistant principal at \$1,800. a Including 6 assistant principals at \$700 to \$800, average concluding 5 critic teachers at \$750 to \$900, average \$860. \$733.

By 10 Including 5 supervising principals at \$1,000 to \$51,450, average \$1,300. a Including 6 assistant principals at \$700 to \$800, average

TABLE I-Continued

	1	Salary	Av.	840	840	550	550	513	513	<b>:</b> :	:		488	::	:	::	:	(e)	િ	age
NS	ers	y Sal	fax.	: 00	8	. 009	9	: 00	9	::	:	650	650	::	:	::	:	: 8	8	/ Not including 26 teachers in 3 schools in which aver
ARTE	Teachers	Yearly	Min. Max. Av.	2 \$780 \$900 \$840	780	50.	200		425	::	:	350	350	::	:	::	:	480	84	which
Kindergartens		-;		: 0	2	:0	9	:∞	∞	::	:	. 50	26	::	1	::	:	: 4	41	ls in v
Kin	Directors	Yearly	Salary	::	1	::	:	::	:	::	:	::	:	111	:	::	:	::	:	Not including 26 teachers in 3 schools in which average
	<u> ä</u>	1 .0	N	99	9	::	: H	. :		501	:	::	9	_::	:	<u> </u>	523	::	:	rsin
		ıry	Av.	998 \$	866	611	119	647	647	501	501	596	596	$\widehat{e}\widehat{e}$	f509	400 524	52	639	639	eache
	Teachers	Yearly Salary	Max.	\$ 912	912	750	750	725	725	. 009	009	. 8	800	<u> </u>	(e)	400	725	1,200	1,200	ling 26 t
SCHOOLS	Tea	×	Min.	c99 <b>\$</b>	999	475	475	425	425	. 64	400	375	375	ĒĒ	<u>@</u>	94	400	480	480	includ
		;	i	210	210	174	174	222	222	188	188	243	243	હેહ	f249	114	1,115	183	g183	f No
ELEMENTARY		r,	Av.	\$1,758	1,717	1,680	186	1,900	1,383	1,750	885	1,825	1,204	897	897	1,582	1,600	1,800	1,800	•
ELI	Principals	Yearly Salary	Max.	\$2,000	2,000	1,900	1,900	1,900	1,900	2,000	2,000	2,000	2,000	(e)	<u>e</u>	1.800	1,800	1,800	1,800	
	Prin	Yea	Min.	\$1,200	1,200	8000	9	1,900	725	1,500	200	1,500	700	(e)	3	1,000	1,000	1,800	1,800	
		-		0 12	18	212	92	13	23	6	23	817	25	30:	30	H	12	1-0	0	(8)
			Av.	\$1,306 1,250	1,269	1,660	1,220	1,690	1,126	1,022	872	1,379	1,084	<u>©</u> ©	806	1,560	1,388	1,200	066	Moine
	hers	Yearly Salary	Max.	\$1,500 1,320	1,500	1,900 1,000	1,900	2,000	2,000	1,600	1,600	2,200	2,200	<u>©</u> @	(e)	1,800	1,800	1,200	1,200	ast Des
S,	Teachers	Year	Min.	\$1,080	1,080	1,500	1,000	000,000	909	200	200	900	009	(e) (e)	(e)	1,000	1,000	1,200	96	.600 (E
H00I			<u></u>	23	38	101	1.5	29	39	0 4	b23	17	43	<u>(e)</u>	19	νĸ	8	1 7	∞	at \$1
Нісн Ѕсноогѕ			Av.	\$2,505	2,505	3,000	3,000	3,000	3,000	2,800	2,800	2,850	2,850	2,200 I,350	916,1	2,000	2,000	2,000	2,000	d Also I at \$1,600 (East Des Moines).
Ξ	Principals	Yearly Salary	Max.	\$2,760	2,760	3,000	3,000	3,000	3,000	2,800	2,800	3,000	3.000	2,399 1,350	2,399	2,000	2,000	2,000	2,000	p
	Prine	Year	Min.	\$2,250	2,250	3,000	3,000	3,000	3,000	2,800	2,800	2,700	2,700	2,000	1,350	2,000	2,000	2,000	2,000	
		- 5		N :	-01	н:	H	α:	8	н:	+	۱: ۵	N	-0 H	ю	H:	H	н:	H	
Veerler	Salary	of Supt.		<i>u</i> \$3,300	i	(e) 	:	3,000	i	3,000	:	4,000	i	43,600	i	(e)	:	2,800		endent at \$2,000.
No. of		vising	meers	: :	288	::	257	::	302	::	248	::	358	::	:	::	136	11	222	ndent a
	Popula-	1903		::	70,386		68,955	::1	060'89	: :	67,932		67,423	::	65,754	: :	64,562		64,080	superinte
	Cirv			57. Oakland, CalifM	T	58. New BedfordM Mass. F	F	59. Somerville, M Mass. F	F	60. LawrenceM Mass. F	T	61. Springfield M Mass. F	H	62. Des Moines M Ia. (c) F	H	63. Savannah, Ga M F	T	64. Hoboken, N. J. M	T	a Also one assistant superintendent at \$2,000.

TABLE I-Continued

Particle   Particle	4.1	No. of	Vessla			H	Нісн Ѕсноогѕ	сноог	Ş				-	ELI	ELEMENTARY		SCHOOLS.			Kin	KINDERGARTENS	ARTE	NS	`
Supply         No.         No.<	Teach	• 75	Salary		Prin	cipals			Teac	hers			Princ	cipals			Teach	lers	Ω	irectors	•	<b>Feach</b>	lers	
\$\frac{8}{8}\frac{1}{8}\frac{1}{1}\frac{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}{1}\frac{1}\frac{1}{1}\frac{1}\frac{1}{1}\frac{1}{1}\frac{1}\frac{1}{1}	Super		of Supt.	,	Yea	rly Salar		-	Year	rly Salan	2	- 5	Yea	rly Sala	Į,	2	Year	rly Salar			,	Yearl	y Sala	ıry
\$\frac{8}{3}\frac{5}{3}\triangle = \frac{8}{2}\frac{5}{3}\triangle = \frac{8}{2}\frac{5}{3}\triangle = \frac{8}{3}\frac{5}{3}\triangle = \frac{8}{3}\frac{8}{3}\triangle = \frac{8}{3}\frac{1}{3}\triangle = \frac{8}{3}\frac{1}{3}\triangle = \frac{8}{3}\frac{1}{3}\triangle = \frac{8}{3}\frac{1}{3}\triangle = \frac{1}{3}\triangle = \frac{1}{3}	Officer	10		N		Max.	-			Max.	Av.	1,00	Min.	Мах.	Av.	.00.	Min.	Max.				Min.	dax. /	ا ند
3.000 1 1,800 1,800 1,800 (a) (a) (a) (a) (b) (a) 1,700 1,20	• •	<u> </u>	\$3,500		\$2,500	\$2,500	\$2,500		800	\$1,700	\$1,158	10	\$1,400	\$1,800	\$1,600		\$350	\$600	\$537		::	::	::	::
3.300   1,800   1,800   1,800   1,800   1,800   1,800   1,000	"	289	:	H	2,500	2,500	2,500	22	9	1,700	977	17	1,200	1,800	ı	245	350	9	537.	:	:	:	:	:
1,500   1,80		::	3,000		1,800	1,800	1,800	(g)	<u>6</u> 6	ĒĒ	<u>@</u> @	0.0	800,1	1,200		185	350	650			: ^	\$500	009	5557
2,300         1         2,200         2,200         2,200         2,200         1,200         1,200         1,500         1,420         1,500         1,420         1,500         1,420         1,500         1,420         1,500         1,420         1,500         1,5		261	:	H	1,800	1,800		<b>(E)</b>	850	1,500	(a)	15	800	1,200		185	350	650						557
3,300   1 2,500   2,500   2,500   1,500   1,500   1,200   1,		::	2,300	н.:	2,200	2,200	2,200	4 21	800	1,800		1-0	1,000				350	550 575	550	:::		::	::	::
3,300   1 2,500   2,500   2,500   2,500   1,500   1,500   1,229   1,100   1,800   1,280   1,700   1,800   1,700   1,800   1,100   1,800   1,100   1,		147	:	H	2,200	2,200	2,200	b16	909	1,800	841	9	9	1,500	ŀ	108	350	575	522.		:	:	:	:
1,500   1,800   1,800   1,800   1,800   1,170   1,800   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,090   1,170   1,170   1,090   1,17		::	3,300	н:	2,500	2,500	2,500	13	1,000	1,500			1,100				350	750				350		434
3,600   1,800   1,800   1,800   1,800   1,300   1,3170   1,080   1,080   1,170   1,080   1,170   1,080   1,080   1,170   1,080   1,080   1,170   1,080   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,080   1,170   1,1	1	251	:	H	2,500	2,500	2,500	90	650	1,500	906	81	575	1,900		170	350	750		l .				434
3,600 I 3,000 3,000 3,000 1.0 700 1.2 0 1.2 0 1.2 0 1.1 0 1.3 0 1.1 0 1.3 0 1.2 0 1.2 0 1.2 0 1.2 0 1.3 0 1.3 0 1.3 0 1.3 0 1.2 0 1.2 0 1.3 0 1.		::	2,700	۳:	1,800	1,800	1,800	40	8 8	1,170			960				360	720	637 . 574 ·				::	: :
3,600 I 3,000 3,000 3,000 10 700 1,250 1,250 1,550 1,150 1,030 221 400 725 594 12 500 600  (a) 1,500 2,500 2,000 10 720 1,080 824 7 800 1,450 1,450 1,25	1	178	:		1,800	1,800	1,800	13	006	1,320		25	8	1,260	ı	136	360	720	579.	:	:	:	:	:
5 I 3,000 3,000 2.2 700 1,250 919 15 750 1,150 1,030 222 400 725 594 12 550 600 1,030 2.2 1,500 2,500 2,500 1,030 1,080 802 7 800 1,450 1,382 268 415 720 561 18 720 1,080 802 1,450 1,380 2,588 277 315 720 561 18 720 1,080 802 1,450 1,450 1,283 277 315 720 561 18 720 1,400 1,083 3 1,100 1,000 1,583 277 315 720 562 18 720 1,400 1,883 3 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000 1,583 1,100 1,000		::	3,600	H :	3,000	3,000	3,000	12	700	1,250			•	1,150		221	500	500	500.	::		500	: 00	588
(a)         2         1,500         2,500         2,000         10         720         1,080         926         15         900         1,450         1,332         9         360         675         588  .		276	:	I	3,000	3,000	3,000	22	700	1,250	919	13	750	1,150	١.	222	400	725	594	:				588
4 2 1,500 2,500 2,000 28 720 1,080 846 22 800 1,450 1,253 277 315 720 562		::	(a)	٠: "	1,500	2,500	2,000	0.8	720	1,080		15	800			-	360	675	588.			::	::	::
3,000 I 2,300 2,300 2,300 18 750 1,400 1,085 3 1,100 1,900 1,583		334	:		1,500	2,500	2,000	28	730	1,080		22	800	1,450		277	315	720	562.	•	:	:	:	:
6 1 2,300 2,300 2,300 18 750 1,400 867 414 700 1,900 933 162 400 700		::	3,000	H :	2,300	2,300	2,300	13.5	950 750	1,400	1,085		1,100				400	700	551	::		::	::	::
		206			2,300	2,300	2,300	81	750	1,400	867		700	1,900		162	904	700	551	: 		÷	:	:

a Not reported. b Including I assistant principal at \$1,800.

c Not including 15 half-day teachers at \$250 to \$300, average \$273.

TABLE I-Continued

		No. of	-				Ніси Ѕсноогѕ	СНОО	L.S					ELE	ELEMENTARY SCHOOLS	RY SCI	HOOLS			×	KINDERGARTENS	SGAR1	ENS		
Cirv	Popula- tion	Teach- ers and	Salary		Prit	Principals			Teat	Teachers			Princ	Principals			Teachers	Jers	Ī	Directors	-82	Tea	Teachers		
	1903	vising	Supt.	Š.	Ye	Yearly Salary	ary	Z	Yea	Yearly Salary	7	2	Year	Yearly Salary	,	2	Yea	Yearly Salary				1	Yearly Salary	alary	
					Min.	Max.	Av.	_	Min.	Max.	Av.		Min.	Max.	Av.	.00	Min.	Max.	Av.	Z Salary	Š.	<u> </u>	Min. Max. Av.	Av.	
73. Elizabeth, N. J. M	::	::	(a)	- : i	\$ 1 p2,700 p	\$,700	\$ 62,700	9 10	\$ 850 \$	\$1,000 1,000	\$ 963	<u>20.4</u>	\$1,800 1,000	\$1,800	\$1,800	911	\$400	\$1,000	\$559		::	-	1 ::	::	
L	56,441	148	:	aı	62,700	b2,700	b2,700	912	675	1,000	845	6	1,000	1,800	1,556	d116	9	1,000	559.	:	:	:	:	:	
74. Erie, Pa F	: :	::	\$3,000	۳:	2,100	2,100	2,100	12	979	1,800	1,407				745	180	333	713	431	::	: "	\$332	\$352	\$332 \$352 \$342	
T	56,363	226	:	H	2,100	2,100	2,100	818	646	1,800	86	17	675	260	745	180	333	713	431	:		2 332	352	342	
75. Charleston, S.C.M	::	::	2,500	ا: ۲	1,000	1,900	1,000	SS	<u>\$</u>	SS	SS	ó 4	700	1,500	1,211	:s	30:	540	:: :S	::	::	_ : : :	. : :	::	
T	56,062	135	:	H	1,900	1,900	1,900	S	S	S	S	13	700	1,500	1,069	S	300	540	8	: <del> </del> -	:	:	1	:	
76. Wilkesbarre, Pa.M	: :	::	3,000	н:	1,900	1,900	1,900	9 9	850	1,200	1,010	<b>%</b> :	650	1,250	974	144	525 360	999	563.	: : ::	: н	30:	. 20	. 20	
T Yansas CityM	55,921	184	:	н	1,900	006,1	1,900	91	750	1,200	925	81	650	1,250	974	146	360	89	504	:	ļ.,	30	500	500	
Kans. F		::	2,250	<b>#</b> :	1,500	1,500	1,500	8 14	360	1,100	908	70 H	540 540	1,080	850 540	154	360	513	486	<u> </u>	: : : :	::	::	::	
T	55,348	80	:	н	1,500	1,500	1,500	22	360	1,100	064	21	540	1,080	835	154	360	513	486	:	<u> </u> :	:	:	1:	
78. Norfolk, VaM	::	::	2,050	H :	2,000	2,000	2,000	4.0	900	1,400	1,150	12 :	750	1,400	1,133	:88	320		477	-::	::	::	::	::	
H	55,149	113	:	H	2,000	2,000	2,000	68	550	1,400	883	12	750	1,400	1,133	88	320	650	477	:	:  -	:	:	:	
79. Harrisburg, PaM	: :	::	÷:	<b>H</b> :	2,000	2,000	2,000	∞ ∞	865 865	1,045	926	12	550	800	729	131	475 345	999	610.	::	::	::	::	::	
T	52,921	197	i	1	2,000	2,000	2,000	91	865	1,045	963	33	550	800	702	138	345	999	459		:	:	:	:	
80. Yonkers, N. YM	: :	::	÷:	H :	2,900	2,900	2,900	15	1,000	1,650	1,286		.808	2,000	1,203	171	: 8	I,000	704	: i	::	::	::	::	
T	52,701	227	i	H	2,900	2,900	2,900	22	700	1,650	1,116	91	800	2,000	1,203	171	9	I,000	704	:	:	1	:	:	
a Principal of high school is also su schools. b Including salary as superintendent.	h school as supe	is also rintendo	also superintendent of tendent.	tend	ent of	aver	c Including d Including average \$743.	luding rluding \$743.	H 1	assistant principal at \$1,000. assistant principals at \$600 to \$1,000,	cipal a	at \$1,0	500 to	\$1,000		e Incl f Not g Inch	uding repor	e Including 1 assistant principal at \$1,800.  f Not reported.  g Including 1 assistant principal at \$1,400.	ant pri	f Including 1 assistant principal at \$1,800.  Not reported.  F Including 1 assistant principal at \$1.400.	at \$1,	800.			

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		No. of	1			H	Нісн Ѕсноогя	CHOO	S					ELE	ELEMENTARY SCHOOLS	RY SC	HOOLS				KINDERGARTENS	ERGAI	KTENS	
Ž.	Popula-	Teach- ers and	Salary		Princ	Principals			Tea	Teachers			Prin	Principals			Teachers	hers		Directors	tors	T	Teachers	8
	1903	vising	Supt.	- 5	Year	Yearly Salary		- 5	Yea	Yearly Salary	Ţ.	-	Yea	Yearly Salary	ry.	;	Yea	Yearly Salary	F		,	_	carly	Yearly Salary
		Officers		- I	Min.	Max.	Av.		Min.	Max.	Av.	- 100	Min.	Max.	Av.	o N	Min.	Max.	Av.	Sal	Salary	Š.	n. Ma	Min. Max. Av.
81. Portland, Me	52,656	No data	No data obtaina ble	- əlc																				
82. Houston, Texas M		::	\$2,500	H :	\$1,800	\$1,800 \$1,800		<u>(g)</u>	\$ 810 765	\$1,000 900	<u>©</u>	<u>66</u>	\$1,000 (a)	<u>6.6</u>	<u>@@</u>	(g):	\$405	\$630	(a):	::	::	::	::	::
T	50,760	200	i	H	1,800	1,800	1,800	(a)	765	1,000	(g)	<b>(g)</b>	(g)	(g)	(g)	(g)	405	630	(g)	·	<del> </del>	<u>:</u>	<u>:</u>   <u>:</u>	<u>:</u>
83. Holyoke, MassM		::	3,000	H :	2,400	2,400	2,400	<u> </u>	800	1,800	1,279	99	800	\$2,000	\$1,833 808	131	700 450	900	\$800	<del>-::</del>	::	14 \$350	50	\$550\$479
H	48,736	186	:	н	2,400	2,400	2,400	$p_{21}$	500	1,800	921	12	800	2,000	1,321	133	450	8	607	<u>                                      </u>		14 3	350 55	550 479
84. Youngstown, O.M		::	2,800	۳:	2,200	2,200	2,200	10.00	1,400	1,400	1,400 1,000	ō.∞	1,000	1,200	1,180 813	152	30:	650	474	::	::	. 4	400	750 575
T	48,386	161	i	н	2,200	2,200	2,200	13	1,000	1,400	1,154	81	9	1,200	1,017	152	300	650	474	-		4	400 75	750 575
85. Fort WayneM Ind.		::	3,000	ж :	2,000	2,000	2,000	7.7	650 650	1,200	1,050	13.2	1,000	1,000	1,000	124	383	99	600	-::	::	· w	350 400	400 375
Т	48,031	691	:	I	2,000	2,000	2,000	614	650	1,200	913	13	89	1,100	860	125	383	9	500	-	-	100	350 40	400 375
86. Akron, O F		::	3,100	H :	1,800	1,800	1,800	0 21	800	1,200	972 808	40	1,000	1,100	1,108 850	173	. 325	. 000	502	::	- <del> </del>	<u> </u>	325 60	600 (3):
F	47,833	214	:	H	1,800	1,800	1,800	21	700	1,200	879	13	700	1,200	696	d173	325	9	502	<del> </del>	(e)		325 60	600 (a)
87. Tacoma, WashM		::	2,600	۳:	1,800	1,800	1,800	12	850	1,050	950	118	800	1,400	1,114	191	500	750	708	-::	::	· · ·	:: ::	::
T	45,102	200	:	H	1,800	1,800	1,800	61	909	1,050	924	ro	8	1,400	1,124	191	500	750	199	·   :	   :	:	:   :	:
88. Covington, KyM		: :	2,400	<b>+</b> :	1,600	1,600	1,600	:0	850	1,250		::	::	ii	::	.80	550	650	570	-::	::	. 4	400 50	500 450
H	44,759	112	:		1,600	1,600	1,600	9/	850	1,250	716	:	:	:	i	689	550	650	570	<u> </u>		12	400 50	5co 45o
	0	,																		-				
a Not reported. b Including I assistant princi c Including I assistant princi	ant prin ant prin	pal	at \$1,800. at \$1,000.			d Incl e Inch f Inch	uding k uded in uding	inder elem	garten entary stant p	d Including kindergarten teachers, number not reported. e Included in elementary teachers. f Including x assistant principal at \$1,250.	s, numb s. l at \$1	ber no	t repor	red.		g Incl	uding	g Including principals.	als.					

TABLE I-Continued

Principals   Pri			No. of	1			H	Нісн Ѕсноогѕ	ноог						ELEA	ELEMENTARY	Y SCHOOLS	STOC			K	KINDERGARTENS	GARTI	SNS	
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,		Popula-		Salary		Princi	pals			Teach	ers.			Princi	sals			Teach	ers	1	irector	Ŋ	Teachèrs	hèrs	
Officers   T   No.   Mis.   Max.   Av.   Av.   Mis.   Max.   Av.		1903	Super- vising		-	Yearly	y Salary			Yearl	y Salary			Yearl	y Salary			Year	ly Salar			2		Yearly Salary	ary
44,244         124         6,000         2,800         8,000         8,1200         8,000         8,000         8,000         8,000         8,000         8,000         8,1200         8,000         8,1200         8,000         8,120         8,000         8,120         8,000         8,120         <			Officers			-			<u> </u>			<u></u>							Мах.	I				Min. Max. Av.	Av.
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	o. Lancaster, Pa M	::	::	\$2,000	69	800	,200 850	,000		900	900		69		999			\$350	\$525	\$419.	::	::	::	- i i	::
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	H	44,294	124	:	4	1	,200	863	∞	525	86		19	430	099	292	89	350	525	419.	:	: 	:	:	:
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	o. Lincoln, NebM		::	2,400	н:			000:	23	630 540	855	743	13.	711	711 819	7117	106	599 369	599	599.	::		9\$594\$617	\$617	\$60\$
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	T	44,243		:				000,	29	540	855		91	630	819	994	101	369	219				9 594	617	809
SSS.M.  43.873 195	ı. Dallas, TexM		::	2,400														<u>@</u> @	<u>(a)</u>			::	: :	::	: :
T   43,873   195   197	T	44,159		:	l		l		a)	1		<u> </u>	a)	l	l		(a)	450	809			:	:	:	:
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	2. Brockton, Mass.M		::	2,800	и:			2,100				831				1,693	152	450	. 00	557		::	::	::	::
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	H	43,873		:	1 2		l	3,100	20	1	1,500	940	7	1		1,128	b152	450	009	557	:	:	:	:	:
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	:		::	2,500	H :			2,000				1,133 750	4 10			1,125		375	. 009			: 6	375	.009	486
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	F	43,538		:	1 2	<u> </u>	l <u></u>	3,000	17	1	1,200	818	6		:,500	811	111	375	009				9 375	9	486
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	4. Pawtucket, R. I.M		::	2,600				2,200				,300				1,250	120	360	. 600	525		22 .	360	26:	475
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	L	42,711		i	I				013		009,1	996	20		:,300	772	d120	360	009	525	:	22	360	260	475
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	5. BirminghamM Ala.		::	2,800	N :			1,215	40	360	900	765	3.7		1,380	835	88	428 270	428 585			::	::	::	::
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	H	42,087		:	8			1,215	13	360	000		OI		:,380	875	.68	270	585	426.	:	:	:	:	:
$(a) \qquad \dots \qquad \text{1 } 1,500 \qquad \text{1,500} \qquad \text{2,500} \qquad \text{(a)} \qquad \text{(a)} \qquad \text{(b)} \qquad \text{(b)} \qquad \text{(a)} \qquad \text{(b)} \qquad \text{(b)} \qquad \text{(b)} \qquad \text{(c)} \qquad \text{(c)} \qquad \text{(d)} \qquad $	5. Little Rock, Ark. M		::	2,100	н:													<u>(g)</u>	<u>(g</u> )	(a) (a)	: :	: :	::	::	::
	T	42,036		:	1			,500 (		ļ	(a)		ļ					(a)	(a)	e85.	:	: •	i	:	:

c Including one assistant principal at \$1,600. d Including 7 assistant principals at \$360 to \$600, average \$537.

a Not reported. b Including 8 assistant principals at \$600.

Per month; reported as average.

TABLE I-Continued

		No. of	Vocalu			щ	HIGH SCHOOLS	СНОС	LS					ELI	ELEMENTARY SCHOOLS	RY SC	HOOLS				KINDERGARTENS	ERGAI	KTENS	
Crmv	Popula-	reach-	Salary		Prin	Principals			Tea	Teachers			Prin	Principals			Teachers	iers		Directors	ors	Te	Teachers	S
	1903	vising	Supt.	- 5	Year	Yearly Salary	ry	- 2	Ye	Yearly Salary	ry	1	Yea	Yearly Salary	r,	:	Yea	Yearly Salary			1	1—	early	Yearly Salary
		Officers		-	Min.	Max.	Av.	9	Min.	Max.	Av.	140.	Min.	Max.	Av.	So.	Min.	Max.	Av.	Z Salary		No.	Min. Max.	x. Av.
97. Spokane, WashM		• : :	\$3,000	H :	\$1.500	\$1,500	\$1,500	12	\$ 720 855	\$1,150	\$ 962	14	\$ 801	\$1,152	\$1,066	187	\$360	\$720	\$646	::		2.	 to \$720	\$540 \$720 \$630
F	41,927	240	:	H	1,500	1,500	1,500	28	720	1,150	937	61	774	1,206	766	187	360	720	646	:		22	540 72	720 630
98. Altoona, PaM		: :	2,000	н:	1,485	1,485	1,485	4 N	810 675	990	900	12	765	066	998	135	675	675 585	675	: :	::	::		::
T	41,565	164.	. :	н	1,485	1,485	1,485	60	675	006 .	805		765	066	998	137	333	675	443	:	   :	:	:	:
99. Augusta, GaM		:::	2,500	н:	1,800	1,800	1,800	. 4		675	675	. 7 8	863	1,200	1,104	8	289	675	450	::	::	. 3.	360 600	456
T	41,283	ooiq	:	H	1,800	1,800	1,800	4	675	675	675	7	863	1,200	1,104	82	289	675	450		 	36	360 60	600 456
100. Saginaw, Mich.M		::	2,200	H :	1,800	1,800	1,800	14	1,050	1,400	1,163	20.17	900	1,150	1,030	:88	300		457	::	::	- ; ; - ; ;	- : : - : :	::
T	41,151	145	:		1,800	1,800	1,800	18	550	1,400	815	12	750	1,150	806	88	300	909	457	:   :	   :	:   :	:   :	:
ror. Binghamton. M N. Y. F		::	2,500	H :	2,500	2,500	2,500	<u> </u>	(6)	1,500	હહ	(6)5	1,200	1,200	1,200 (a)	(o)	360	500	ં:હ	::	- <u>9</u> - : :	(6):	360 50	500 (6)
T	41,039	200	i	н	2,500	2,500	2,500	(0)	500	1,500	છ	હ	78	1,200	છ	છ	360	200	3	:   :	<u>  3</u>   ::	(6)	360 50	500
102. Mobile, AlaM		::	d2,500	нн	1,464	1,464	1,464	н 4	1,080	1,080	1,080	9 %	864	1,208	1,036	::(3)	432	520	ંહ	: : 	<u> </u>		320 48	480 (c)
T	40,686	64	:	8	1,256	1,464	1,360	Ŋ	520	1,080	632	N	520	1,208	822	છ	432	520	3	:   :	(3)	ļ	320 48	480 (c)
103. South Bend, Ind.	40,327	No data	ata obtainab	able	6)													-						
104. Wheeling M. W. Va. F		::	2,100	н:	1,600	1,600	1,600	63	750	990	880 675	nω	1,200	1,300	1,280	126		570	473	: : 	::	::	: :	::
Т	40.186	146	:	н	1,600	1,600	1,600	0	675	999	743	-	1,200	1,300	1,288	126	441	570	473	ļ: H:	<del>                                     </del>	:	<u>:</u>   <u>:</u>	<u> </u>   :
a Including 1 assistant pr	istant pri	incipal at \$990.	ıt \$990.		b Nc	ot inclu	ding 6	2 tea	chers	b Not including 62 teachers in rural schools.	school	,vi	0	c Not reported.	ported.		d Als	assist	d Also assistant superintendent	perint	enden	at	\$1,200.	000

a Including 1 assistant principal at \$990.

d Also assistant superintendent at \$r,200.

b Not including 62 teachers in rural schools.

TABLE I-Continued

		11				H	Нісн Sci	SCHOOLS						ELE	ELEMENTARY	Y SCH	SCHOOLS			K	INDER	KINDERGARTENS	SNS	
ŽĮ.	Popula-	Teach- ers and	Yearly Salary		Principals	pals	-		Teachers	hers	<u> </u>		Principals	sals		:	Teachers	ers		Directors		Teachers	hers	
				- 5	Yearly	Yearly Salary		2	Year	Yearly Salary		- 5	Yearl	Yearly Salary		2	Year	Yearly Salary		o Yearly	2	-	Yearly Salary	ary
		Omcers			Min. M	Max.	Av.		Min.	Max.   /	Av.		Min. N	Max.	Av.		Min.	Max.	Av.				Min. Max. Av.	۲.
105. Springfield, O	40,161	Vo dat a	No data obtaina ble	le							-													
106. Johnstown, Pa. M	::	::	\$2,500	<b>I</b>	\$1,300 \$1,300	,300 \$I	\$1,300	N N	\$720 720	\$1,000 900	864	<b>⇔</b>	630 \$	945 698	737	118	\$360	\$630	\$522	::	<u>:</u> :	::	::	::
H	39,059	156	1	H	1,300 1,	1,300 I	1,300	ø Io	720	1,000	819	22	630	945	732	811	360	630	522		Ŀ	:	:	:
107. HaverhillM Mass. F	::	i i	2,300	H :	2,300 2.	2,300	2,300	13	800	1,400	1,220	12 I,	1,100 1,100 1,100	1,300	1,225		300.	. 00	528	::	•	4\$250\$500	\$500	\$375
H	38,987	991	:	7	2,300 2	2,300 2	2,300	81	450	1,400	806	91	475 I	1,300	869	119	300	009	528.	:		4 250	500	375
108. Terre Haute,M Ind.	::	::	( <i>b</i> )	H :	1,700 1,	1,700	1,700	71,	800	1,000	907 768	112	650	1,100	930	8	495	590	547	::	::	::	::	::
T	38,611	214	:	H	1,700	1,700 I	002,1	624	650	1,000	809	d23	1 009	001,1	873	162	410	650	522	:	:	:	:	:
109. Allentown, Pa.M.	::	: :	1,750	H :	1,200 I,	1,200 I	1,200	ο v	750 1 550	1,200 850	919	II S	630 465	700	678 577	8 00	450 380	630	585.	::	::	::	::	::
T	38,573	141	:	-	1,200 1,	1,200 I	1,200	13	550 1	1,200	842	91	465	700	949	108	380	630	486.	:	:	:	:	:
10. McKeesport M Pa.	::	::	2,100	H :	I,450 I,	I,450 I	1,450	ω4	9000	1,050	1,000	Q:	1,000	1,500	1,189	135		540	502		::	::	::	: :
T	38,274	156	÷	1	1,450 1,	1,450 I	1,450	1	720	1,050	906	9 I,	1,000,1	1,500	1,189	135	405	540	502	:	:	:	:	:
III. Dubuque, Ia M	: ::	: i	2,500	F :	2,000 2,	2,000 2	2,000	67	850 1	800	986	4 y	1,400	1,600	1,500	97	250	250	250. 461	\$.i	13	30:	450	369
H	38,094	141	i	7	2,000	2,000,2	2,000	13	009	1,100	862	٥	009	1,600	1,144	6100	250	900	455	1000	5 I3	300	450	369
112. Davenport, Ia. M		: :	2,400	H :	1,800 1,	1,800	1,800	0.00	88	000	967	12 H	1,000,1	1,300	1,158	147	: 04	650	520	::	::	::	::	. : :
H	37,768	185	i	I	1,800 1,	1,800 I	1,800	17	000	001,1	935	13 I,	1,000,1	1,300	1,169	f147	400	650	520	:	:		:	:
							-																	
			Ý	-	-	-	-	-	-	_		-	-	-	-	-	-	_						1

a Including 1 assistant principal at \$1,000. c Including 1 assistant p b Not reported.

e Including 5 German teachers at \$250. f Including 20 German teachers at \$400 to \$550, average \$513. c Including 1 assistant principal at \$860.
d Including 3 supervisors for grades at \$850 to \$1,100, average \$992.

TABLE I-Continued

Popula	High Schools		ELEME	ELEMENTARY SCHOOLS	HOOLS		X X	KINDERGARTENS	GARTE	NS
1933   Super-   1940   Super	Teachers	P.	Principals		Teachers	ş	Directors	ıs	Teachers	iers
Otheres   Othe	Yearly Salary	Y	Yearly Salary	, , , , , , , , , , , , , , , , , , ,	Yearly	Yearly Salary	o Yearly	2		Yearly Salary
37,680 No data obtaina ble (a) 182,500 82,5500 5 \$1,500 \$1,500 \$1,500 \$37,504 131 (b) 182,500 \$2,500 2,500 bt7 600 1,500 \$1,500	_	Min.	Max. Av.	_	Min. M	Max.   Av.				Min. Max. Av.
37,564 131 (a) 1 \$5,500 \$5,500 \$5,500 \$5,500 \$1,500 \$1,200 \$3,504 \$1,500 \$1,500 \$1,500 \$3,504 \$1,500 \$1										
37,504   131     1 2,500   2,500   bt/   600   1,500   1,400   1,500   1	1,500 \$1,500 \$1,500 600 1,200 767	6 <b>\$</b> 800 15 650	\$1,800 \$1,633 0 650 650	33	\$500	\$600 \$57	\$570	::	::	: i : i
37,106 153 1 2,300 2,300 2,300 3 600 725  37,106 153 1 2,300 2,300 2,300 21 300 725  36,853 171 1 2,400 2,400 2,400 1,7 1,000 1,400  36,829 167 1 1,000 1,000 1,000 1,000 1,150  2,500 1 1,000 1,000 1,000 1,000 1,150  36,824 175 2 1,235 1,500 1,368 6 800 855  36,824 175 2 1,235 1,500 1,300 1,300 2,100  36,824 175 2 1,235 1,500 1,300 1,300 2,100  36,438 148 1 1,500 1,500 1,500 1,500 12 405 585  36,438 148 1 1,500 1,500 1,500 1,500 12 405 585  36,436 148 1 1,500 1,500 1,500 12 405 585  36,435 220 1 3,250 3,250 3,250 21 60 2,000  36,250 220 1 3,250 3,250 21 60 2,000  2,000 2,000 2,000 1	,	21 650	1,800	931 89	500	600 57	570	:	:	
37,106   153     1 2,300   2,300   21   300   725   1.000   1,400   2,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,400   1,000   1,000   1,400   1,00		6 I,450 4 900	o 1,450 1,450 o 1,450 1,113	.50 I3 II4	300	500 .42	423	::	::	::
36,853         171         2,500         1         2,400         2,400         2,400         17         500         900           36,853         171         1         2,400         2,400         2,400         24         500         1,400           900         1         1,000         1,900         1,900         1,400         1,400           36,829         167         1         1,000         1,900         10         800         1,150           1         2,500         2,500         2         1,235         1,500         1,306         6         800         855           36,824         175         1         1,500         1,500         1,308         6         800         855           36,824         175         1         1,500         1,5		000 OI	o 1,450 1,315	15 114	300	500 42	423	:	:	:
36,853         171          1         2,400         2,400         24,400         1,400         1,400         1,900         1,900         3         1,150         1,150         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,900         1,150         1,150         1,900         1,900         1,150         1,150         1,900         1,150 <td></td> <td>6 1,400 9 700</td> <td>1,800</td> <td>1,600</td> <td>300</td> <td>650 58</td> <td>585</td> <td>::</td> <td>::</td> <td>::</td>		6 1,400 9 700	1,800	1,600	300	650 58	585	::	::	::
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36,824 175 2 1,235 1,500 1,308 6 800 855 36,824 175 2 1,235 1,500 1,308 13 618 855 2,000 1 1,500 1,500 1,500 17 720 900 3,500 1 3,250 1,500 1,500 12 495 900 36,350 229 1 3,250 3,250 21 60 1,300 2,000		7 1,900	006'1 006'1 0	00 6147	400	800 58	582	:	:	:
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36,438 148 I 1,500 1,500 12 495 900 3,500 1 3,250 3,250 6 1,300 2,600 1 3,250 3,250 21 600 2,600		2 8 450	585 495	565 18 489 90	315 315	585 47 495 37	375	::		::
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		22 1,000	0 2,000 1,400	00 140	350	750 659		34	300	625 453

TABLE I-Continued

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ģ	is	Salary	Min. Max. Av.	-:-	·   :	::	:	::	:	::	·   :	::	<del>                                     </del>	::	:	::	:   :	::	1:	-
RTEN	Teachers	Yearly	fin. M	::	1:	- : : - : :	:	::	:	::	:	- · · - : :	·   :	- <u>- : :</u>	:	::	:	::	:	-
KINDERGARTENS	H	-		1:	:	::	:	::	:	::	:	::	:	<del>· · ·</del>	:	::	:	::	:	
KIND	Directors	,	Salary	::	1	::	:	::	:	::	1	::	:	::	:	::	:	::	   :	e Not reported.
	iğ	-0		::	:		<u> </u>	::	Ŀ	::	<u> </u> :	::	:	::	<u> </u>	_::	<u> </u> :	::	1:	-
		ary	Av.	\$510	510	900	823.	428	437	650	552	518 494	495	644	644	456	390	575 557	558	
	Teachers	Yearly Salary	Max.	\$600	900	900	000	523 570	570	650	650	540 540	540	650	650	513	513	700	700	ted.
SCHOOLS	Teac	Ye	Min.	\$300	300	360	560	333 285	285	650	400	450 360	360	560	560	427	400	550 400	400	repor
		ž	;	102	102	155	156	124	126	116	117	4117	121		77	77	8	980	8	e Not
ELEMENTARY		ry	Av.	\$1,322 810	1,139	1,275	1,137	808 594	701	1,800	1,069	896	841	1,067	1,022	602 558	584	1,200	1,118	
ELI	Principals	Yearly Salary	Max.	\$1 500 1,000	1,500	1,300	1,300	998	866	1,800	1,800	1,035	1,035	1,200	1,200	665	999	1,200	1,200	
	Prin	Yea	Min.	\$1,000	650	1,200 1,000	1,000	618	570	1,800	700	720	567	800	800	380 475	380	1,200	750	
		ž	-	9,70	4	4 11	15	0 0	4	60	12	12	21	3 6	6	0 4	o o	0, 0	=	\$760
		5	Av.	\$1,057	906	1,050	1,028	760 682	689	1,700	916	792	191	1,238	941	561 333	540	1,150	925	ipal at
	Teachers	Yearly Salary	Max.	\$1,650	1,650	1,250	1,250	760 808	808	1,800	1,800	8 8	8	1,500	1,500	333	570	1,200	1,200	c Including 1 assistant principal at \$760.
S	Tea	Yea	Min.	\$ 700 \$ 800	500	1,000	1,000	760	570	300	300	675 675	675	1,000	009	333	333	1,100	750	assistar
СНООІ		!		71	818	13	b18	11	612	14	<i>d</i> 16	17	122	8	23	O H	H	4∞	12	. I au
Нісн Ѕсноог	ĺ	5	Av.	\$1,800	1,800	2,200	2,200	1,425	1,425	2,800	2,800	1,620	1,620	1,900	1,900	855	855	1,600	1,600	Includi
"	Principals	Yearly Salary	Max.	\$1,800	1,800	2,200	2,200	1,425	1,425	2,800	2,800	1,620	1,620	1,900	1,900	855	855	1,600	1,600	
	Prin	Year	Min.	\$1,800	1,800	2,200	2,200	1,425	1,425	2,800	2,800	1,620	029,1	1,900	1,900	855	855	1,600	1,600	
		\		<del>-⊬</del>	H	H :	н	H :	н	Ħ:	H	۳:	н	н:		e :	3	H :	н	
Vearly	Salary	Supt.		\$2,400	:	3,600	i	2,200	i	2,800	:	(e) 	:	2,700	i	(e)	:	2,500	i	\$1,650.
	ers and			::	140	::	193	::	146	::	150	::	171	::	115	: : ;	105	::	129	at
,	Popula-	1903	-	::	36,211		36,127		35,995		35,920	::	35,388		34,378		34,344		34,007	nt princip
	Cırr			121. Springfield, Ill.M	T	122. Butte, MontM	T	123. Chester, PaM	T	124. Chelsea, MassM	T	125. Topeka, Kans. M	T	126. FitchburgM Mass F	П	127. Knoxville,M Tenn. F	T	128. E. St. Louis,Ill. M	H	a Including I assistant principal

TABLE I-Continued

	,															• 00	1 00		
		Yearly Salary	Min. Max. Av.		Ŀ	<u> </u>	:	::	:	<u> </u>	Ŀ	. : :	:	::	:	3\$428	3 428	::	Ŀ
ENS	Teachers	rly S	Max.		<u> </u>	::	:	::	:	::	:	::	:	::	:	\$428	8 428	::	<u> </u>
GART	Tea	ļ		<u>::</u>	Ŀ	_::	:	::	:	::	1	::	<u> </u>	<u>; ; </u>	:	\$428	1 428	::	<u> </u>
KINDERGARTENS		2		::	:	::	į:	: :	:	::	:	::	:	: :	:	: "	_	::	:
Kn	Directors	Yearly	Salary	1 ! !	:				:		:	: :	:	: :	:	: :	:	: :	:
_		••		\$417	417	484	484	357	357	488 	488	420	420	572	572	536	536	321	321
		lary	Av.															,	
	Teachers	Yearly Salary	Max.	\$500	500	550	550		260	600	009	630	630	700	700	618	618	. 009	009
HOOLS	Tea	Ye	Min.	\$300	300	447	447	240	240	300	300	270	270	425	425	523	523	240	240
RY Sc		2	:	112	112		93		94	110	рии	113	6113	III	diii	123	123		92
ELEMENTARY SCHOOLS		y.	Av.	\$1,300	738		650	480 566	545	1,200	208	851 743	833	819	819	950 926	940	346 646	493
ELE	Principals	Yearly Salary	Max.	800 8	1,300	750	750	800	800	1,600	1,600	900	900	1,000	1,000	950	950	420	720
	Princ	Year	Min.	\$1,300 \$1,300 450 800	450		625	240	240	550	550	720	720	750	750	950 808	808	320	320
			_	13.	91	٠,٧	Ŋ	80	12	13	81	10	12	:∞	00	× 0	14	2 41	0 I
			Av.	\$ 818 663	720	838 744	162	1,000	683	1,100	606	843 711	192	1,100	877	910 846	870	640	640
	hers	Yearly Salary	Мах.	\$1,100	1,100	950	950	1,000	1,000	1,300	1,300	1,000	1,000	1,200	1,200	1,140	1,140	640	640
s	Teachers	Year	Min.	\$ 600	200	700 650	650	000,1	9	800	900	720 675	675	1,000	700	713	713	640	640
HOOL		I		121	19	44	∞	т9	7	41-	1	ω v	∞	w∞	H	9 01	91	: v,	ν.
Нісн Ѕсноогѕ			Av.	000,2	2,000	1,500	1,500	1,200 890	1,045	2,000	2,000	1,400	1,400	1,900	1,900	1,520	1,520	1,200	1,200
Н	Principals	Yearly Salary	Max.	\$2,000 \$2,000	2,000	1,500	1,500	890	1,200	2,000	2,000	1,400	1,400	1,900	1,900	1,520	1,520	1,200	1,200
	Princ	Year	Min.	\$2,000	2,000	1,500	1,500	1,200 890	890	3,000	2,000	1,400	1,400	1,900	1,900	1,520	1,520	1,200	1,200
			_	<del>₩</del> :	н	н:	н	нн	8	н:	н	۳:	н	н:	н	н:	н	н:	-
700-1-	Salary	Supt.	_	\$2,200	:	2,100	:	(a)	:	2,400	:	1,800	÷	3,000	:	2,700	i	1,500	:
i		vising		- : :	153	: : i	113	::	66	::	146	•i i	138	4 :	140	: :	160	::	811
	Popula-			:::	33,361	::	33,272	::	32,884	::	32,713	::	32,593	::	32,452	::	32,011	: :	31,798
	City			129. Rockford, IllM	T	130. Atlantic City,M N. J.	H	131. MontgomeryM Ala.	•	132. Taunton, Mass. M	T	133. Newcastle, PaM	T	134. Passaic, N. JM	H	135. Canton,M Ohio	I	136. JacksonvilleM Fla. F	H

a Not reported. b Including 1 permanent substitute at \$300 and 16 teachers of rural schools at \$325 to \$575, average \$430. c Including 5 assistant principals at \$555 to \$650, average \$594.

TABLE I-Continued

Popula- tion 1903 31,742 31,701 31,529 31,529 30,847 30,847 30,760			No. of	:				Нісн Ѕсноогѕ	3H00	LS	-				ELE	ELEMENTARY SCHOOLS	RY SCH	COOLS		,	X	KINDERGARTENS	RGAI	TEN	
1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,		Popula-	Teach- ers and			Pri	ncipals			Теас	hers			Princ	ipals			Teach	ers		Directo	ıs	Ţ	Teachers	λi
Mile   Max.   Av.   Mile   M		1903	super-	ot Supt.	2		arly Sala	ury	ž	Yea	rly Salar		- 5	Year	ly Salaı	y	- 62	Yea	ly Salar		o Yearl		Y	Yearly Salary	Salaı
31,701 204 11 1,200 1,200 2,000 2,000 1,30			Omcers	•			Max.	Av.	j		Max.	'			Max.	Av.		Min.	Мах.	,	Z Salar			Min. Max.	x. Av.
31,742   96	37. GalvestonM Tex. F		::	\$2,500	н:		\$2,000	\$2,000	- 80 80	\$1,300 680	1,300 \$	1,300		989	1,572	1,375		\$425	\$723	\$525			<del></del>	- : : : :	
31,701 204 11,800 1,800	F	31,742		:	7	2,000	2,000	2,000	9	1	1	810,1	6	089	1,572	1,375	79	425	723	525	ļ	<u> </u>	:	:	:
31,752	38. Sioux CityM Iowa			2,400	н :	1,800	1,800	1,800	∞ 0	720	720	720	9 11		1,200	968		360	540	450				::	
31,692 126 1, 5.50 1, 5.50 2,50 2,50 13 550 2,00 931 12 600 1,50 1,50 1,50 1,50 1,50 1,50 1,50 1,	T	31,701		:	н	1,800	1,800	1,800	18	540	720	663	17	630	1,200	816	165	360	540	450.					
31,592 126 1 2,500 2,500 2,500 1,800 1,800 1,800 1,800 1,900 1,800 1,900	99. Auburn, N. YM			2,750	H :	2,500			νω			1,320			1,500	1,500	. 6	300	750	419.			::	::	: : : :
31,529 141 1,600 1 1,800 1,800 1,800 1,200	H			:	H	2,500	2,500	2,500	13	550	2,000	931	122	009	1,500	742	94	300	750	419.				:	<u>:</u>   <u>:</u>
31,329	o. Racine, WisM			1,600	۳:	1,800			νω	800	1,200	955	٥:	1,100	1,400	1,322	:86	325	650				5.	15 \$350 \$550	\$9\$468
31.383	T			i	н	1,800		1,800	13	009	1,200	819	6	1,100	1,400	1,322	86	325	650	494	:		15 3.	350 5	550 468
31,384 123 I 1,200 1	I. S. OmahaM Neb.			2,200		1,200		1,200	3	765 675	765 810	765	: 0	675		738		540	630	546			::	<u> </u>	::
30,847 112 1,080 1,080 1,080 1,080 3 540 630 578 7 495 810 659 82 405 473 359.  30,847 112 1 1,080 1,080 1,080 1,080 10 540 630 592 12 495 810 624 84 270 473 390.  30,760 121 2,000 1 1,200 1,2	T			i	H	1,200	1,200		414	675	810	762	o i	675	765	738	26q	540	630	546.	:		:		
30,847 III2 I 1,080 I,080	2. Joplin, MoM			1,500	۳:	1,080			7.3	540 540	630	578 598	1~ rv	495 540	810 630	659 576	82	405	473	389.			· ·	- : : - : :	::
30,760   121   2,000   1   1,200	T			i	I	1,080			o	540	630	592	12	495	810	624	84	270	473			`   :	·   :	:	:
30,760 121 2,000 1 1,200	3. Joliet, IllM			2,300	::)	: :	: :	::	::	::	::	::	19	725 430	900	813 632	. 6	338	523	433			::	: :	::
30.469 104 I Lizoo Lizoo Lizoo G S S 7 5 5 6 5 6 5 8 5 9 0 8 8 8 8 7 6 7 8 8 8 8 9 0 8 8 8 8 7 8 8 8 9 0 8 8 8 8 9 0 8 8 8 9 0 8 8 8 9 0 8 8 8 9 0 8 8 9 0 8 8 9 0 8 8 9 0 8 9 0 9 0	H			i	:	i	:	:	:	i	:	:	21	430	900	649	95	338	523	433				<u>:</u>   <u>:</u>	
104 I 1,200 1,200 1,200 cg 585 765 632 6 585 900 848 79 270 504 387	4. ChattanoogaM Tenn.			2,000	. 1	1,200		1,200	н∞	765 585	765	765	mm	900	900	900	77	369	477 504	423 386.			::	::	_ : : <sub> </sub>
	Ţ.	30,469			н.	1,200	1,200	1,200	65	585	765	632	9	585	000	848	79	270	504	387.			:		:

b Including 3 regular substitutes at \$630.

a Including I assistant principal at \$810.

ar substitutes at \$630.

TABLE I-Continued

Super- of	Dein	ologio	-	-	- 1		t	١	-   -	ELEMENTARY	ARY SC	SCHOOLS			× .	INDE	KINDERGARTENS	SNS
5	Frin	Frincipals		-	Leachers	ers	1	<sup>E4</sup>	Principals			Tea	Teachers	1	Directors	ya .	Teachers	hers
Supt. No.	•	Yearly Salary		Š	Yearl	Yearly Salary	_	Š	Yearly Salary	lary	2	Ϋ́	Yearly Salary		o Yearl	2		Yearly Salary
	Min.	Max.	Av.		Min.	Max. A	Av.	Min.	ı. Max.	Av.		Min.	Max.	Av.	Salary			Min. Max. Av.
\$2,000 I	\$1,500	\$1,500	\$1,500	69	900	\$I,000 900	950	1 \$1,3	,300 \$1,30 525 70	\$1,300 \$1,300 700 588	:9	\$325	\$ 525	\$453	-::		3\$350\$425\$375	\$425
м го	1,500	1,500	1,500	-	350	000,1	788	17 5	525 1,300	029	9	325	525	453	:		3 350	425
2,250 I	2,500	2,500	2,500	48 I I	1,000,1	1,500 1,000	1,250	8 900	00 1,750	o 1,563 o 1,075	: 8	700	1,000	764	::		500:	650
149 I	2,500	2,500	2,500	12 I	1,000,1	1,500 I	1,083	12 9	900 1,750	0 1,238	66	700	1,000	764	:	. 15	200	650
2,200 I	1,700	1,700	1,700	m∞	750 1	1,000 850	833	6 1,100	1,100 1,300	0 1,242	···	. 4	. 009	477	· ! !	::	::	::
133 I	1,700	1,700	1,700	H	625	1,000	743	001,100	00 1,300	o 1,242	110	400	009	477	:	:	1	1:
2,100 I	1,500	1,500	1,500	60	500	1,100	867 619	oi 65c	650 1,200	0 1,010		375	: 009	479	::		150	: 6
128 I	1,500	1,500	1,500	12	200	001,1	189	9	650 1,200	010,1	74	375	009	479		24	150	8
No dat a obtaina ble																		
2,200 I	1,700	1,700	1,700	m 01	540	1,400	887 585	13 6	630 I,000 540 585	o 818 5 546	8	405	630	. 448	: i 	::	::	::
114 I	1,700	1,700	1,700	a.s	450	1,400	994	20 5	540 1,000	0 723	84	405	630	448	:	:	:	1
3,000 I	1,600	1,600	1,600	2 O	900	1,200	1,050	1,3	1,350 1,350 713 1,350	0 1,350	72	380	950		::	::	::	::
103 I	1,600	1,600	1,600	12	713	1,200	864	7 7	713 1,350	946	672	380	950	605	:	:	:	:
2,400 I	1,700	1,700	1,700 (	(g)	કે છે	<u> </u>	କ୍ର	.: I3 (d):	( <b>g</b> ):	904	66	$\widehat{\mathscr{G}}\widehat{\mathscr{G}}$	99	<u></u>	::	(g):	315	315
147 I	1,700	1,700	1,700	91	(g)	( <i>q</i> )	269	13 (d)	(g)	706	114	(g)	(9)	459.	:	(g)	315	315

a Including r assistant principal at \$1,400. b Including r supply at \$808, r arithmetic teacher at \$950, and r reading teacher at \$950. c Data from Iowa Educational Directory, school year 1904-05 and special report.

TABLE I-Continued

		lary	Av.	\$436	436	::	:	374	374	:©	3	::	1	::	:	::		::	:
ENS	hers	Yearly Salary	Min. Max.	\$480	480	: :	:	473	473	500	500	::	:	::	:	: :	:		:
ART	Teachers	Yea	Min.	18 \$380 \$480 \$436	380	: :	:	270	270	250	250	: :	:	::	:	::	:	::	:
KINDERGARTENS		2	5	:81	18	::	:	. 10	ν.	:હ	(3)	::	:	::	:	::	:	::	:
Kin	Directors	Yearly	Salary	: :	1	: :	:	::	:	::	1		:	::	:	: : :	:	::	i
	ä	.0			:	575	:	::	:	::	:	::	:	::	:	::		: :	:
		ary	Av.	\$451	451		528	405	429	ં છ	છ	418	418	542	516	525 435	439	388	388
	Teachers	Yearly Salary	Max.	\$625	625	575	909	405	630	500	500	550	550	713	713	625 625	625	525	525
HOOLS	Teac	Ye	Min.	\$380	380	575 400	400	405	225	350	350	30.	300	380	380	450 375	375	30:	300
RY Sc		2		99	a66	3116	119	III	b112	:(6)	(0)	74	74	74	79	83	85		98
ELEMENTARY SCHOOLS		ŗ.	Av.	\$1,225	714	1,325	950	900	788	920	819		899	1,064	1,064	839	759	1,500	605
EL	Principals	Yearly Salary	Max.	\$1,600	1,600	1,600	1,600	900	1,125	1,200	1,200		700	1,188	1,188	850 675	850	1,500	1,500
	Princ	Yea	Min.	\$ 850	500	1,100	009	900	720	650	009	9	009	950	950	820 450	450	1,500	450
				-10	6	41	15	1 6	OI.	20.00	∞	: 0	6	ŭ :	ů,	9 2	14	17	19
			Av.	\$1,200	829	1,367	148	801 720	744	હહ	(9)	893 741	800	831 897	869	1,100	1,055	1,000	111
	hers	Yearly Salary	Max.	\$1,350	1,350	1,500	1,500	900	006	<u> </u>	(0)	950	950	950	950	1,300	1,300	1,000	000'1
s	Teachers	Year	Min.	650	650	1,200	009	630	450	<u> </u>	(0)	800	625	570	570	7000	200	1,000	200
ноог	-			9 €1	12	60	12	12	17	(હેલ	(0)	111	18	9 8	14	∞ m	11	112	13
HIGH SCHOOLS			Av.	\$2,700	2,700	2,500	2,500	1,550	1,550	<u>;</u>	(9)	1,600	1,600	1,500	15,00	1,400	1,400	2,300	2,300
<b>E</b>	Principals	Yearly Salary	Max.	\$2,700	2,700	2,500	2,500	1,550	1,550	છ :	(9)	1,600	009,1	1,500	1,500	1,400	1,400	2,300	2,300
	Prin	Year	Min.	\$2,700	2,700	2,500	2,500	1,550	1,550	(3)	(0)	1,600	1,600	1,500	1,500	1,400	1,400	2,300	2,300
		ž		# :	H	<b>H</b> :	H	۳:	H	(o) :	(0)	۳:	н	н:	н	н:	н	н:	н
7	Salary	ot Supt.		\$2,800	:	2,500	:	3,000	:	1,800	i	2,250	:	2,000	:	2,000	:	2,300	
	Teach- ers and			::	127	::	691	::	149	::	111	::	127	::	108	::	114	::	123
	Popula-	1903		::	28,506		28,317	: :	27,948	: :	27,800	: :	27,565	: :	27,192		26,775	: :	26,562
	Cirry			153. New BritainM Conn.	H	154. Everett, MassM	H	155. Cedar RapidsM Iowa	T	156. Lexington, Ky.M	T	157. Bay City, Mich.M	I.	158. Fort WorthM Tex.	H	159. Easton, PaM	H	160. GloucesterM Mass. F	H

b Including 2 assistant principals at \$630.

a Not including 12 model teachers, salaries not reported.

ls at \$630. c Not reported.

TABLE I-Continued

		Salary	Av.	::	:	\$421	421	::	:	389	389	::	:	: :		::	:	: :	:
SNS	hers	ly Sa	Max.	::	1	\$475	475	::	:	.: 460	460	: :	:	: :	:	::	:	: :	:
KINDERGARTENS	Teachers	Yearly	Min.	::	:	\$342	342	: :	:	320	320	: :	:	: :	:	: :	i	::	Ï.
DERC		2	5	::	1:	1:	7	::	:	: ^	7	::	:	::	:	: .	:	::	:
Kın	Directors	Yearly	Salary	::	:	::	:	::	:	\$625	625	::	:	: :	:	: :	i	: :	:
	Dir	.0		: :	:	::	:	::	:	: H	Н	::	:	::	:	::	:	::	:
		ıry	Av.	\$502	502	460	460	533	473	500	410	482	482	594 477	483	÷S	S	500 485	486
	hers	Yearly Salary	Max.	\$945	945	570	570	009	900	525	525	. 009	009	713 570	713	650	650	900	009
SCHOOLS	Teachers	Yea	Min.	\$315	315	380	380	475	400	340	340	400	400	475 380	380	450	450	500	450
		2			77		86	64	49	75	94	109	901 <i>p</i>	71	675	::G	(1)	689	70
ELEMENTARY		ry	Av.	\$1,465 1,080	1,176		692	788 549	617	950	683	1,400	1,400	962	596	SS	(2)	1,014	1,014
ELI	Principals	Yearly Salary	Max.	\$1,465	1,465	.836	836	1,100	1,100	950	026	I,400 I,400	1,400	1,140	1,140	1,600	1,600	1,100	1,100
	Prin	Yea	Min.	\$1,465	1,045	570	570	600	450	950	009	1,400	1,400		999	1,200	1,000	90 :	8
		Ş		ню	4	. 6	6	40	14	+∞	6	7 1	8	∞ :	8	SS	S	۲:	7
j			Av.	\$1,050	1,050	880 680	694	800	969	863 648	969	783	738	855	792	<del>5</del> \$	S	850	777
	Teachers	Yearly Salary	Max.	\$1,050	1,050	1,200	1,200	900	006	1,125	1,125	1,100	1,100	903 855	903	1,400	1,400	I,100 I,000	1,100
S	Teac	Year	Min.	\$1,050	1,050	700	900	500	500	725 550	550	000	909	808	570	1,000	700	650	9
СНООІ		ž		<u></u>	8	4 v	60	<i>0</i> ∞	o o	4 4	81 <i>q</i>	9	617	7.0	6	SS	S	20 00	814
Нісн Ѕсноогѕ	,	ry	Av.	::	:	\$2,500	2,500	1,200	1,200	1,300	1,300	2,200	2,200	1,700	1,700	S	S	2,150	2.150
"	Principals	Yearly Salary	Max.	- : :	i	\$2,000	2,500	1,500	1,500	1,300	1,300	2,200	2,200	1,700	1,700	<u>S</u> :	S	2,500	2,500
	Prin	Yea	Min.	::	:	\$2,500	2.500	900	006	1,300	1,300	2,200	2,200	1,700	1,700	S:	S	1,800	1,800
		Ž		::	:	H :	н	° :	8	۳:	H	۳:	H	н:	н	<b>S</b> :	S	<b>α</b> :	N
Vestly	Salary	of Supt.		\$2,100		2,850	:	2,500	:	2,200	i	2,500	:	2,500		3,000	i	2,500	
	reach-		- 1	::	89	::	911	::	86	::	123	::	139	::	103	::	107	: .	00
	Popula-	1903		: :	26,523	: :	26,519		26,494	::	26,252		26,053		25,819		25,731		25.516
	Cirv			161. West Hoboken.M N. J.	T	162. North AdamsM Mass. F	H	163. Jackson CityM Mich. F	E E	164. KalamazooM Mich. F	ET.	165. Quincy, MassM	T	166. Hamilton, OM	H	167. Orange, N. JM	E1	168. Kingston, N.Y. M	[

d Including 2 assistant principals at \$600. a Including 1 assistant principal at \$1.200. b Including 1 assistant principal at \$1.050. c Including 1 assistant principal at \$1.100. e Including 3 German teachers at \$475 to \$618, average \$538. f Not reported. g Including 2 assistant principals at \$1.000.

TABLE I-Continued

å-"   <u> </u>						HıG	Нісн Ѕсноогѕ	OOLS					EL	ELEMENTARY	RY SCI	SCHOOLS				KINDERGARTENS	RGART	ENS	
			Salary		Principals	als			Teachers	rs		Pri	Principals			Teachers	hers		Directors	ors	Tea	Teachers	
		vising S	Supt.	Š	Yearly Salary	Salary	Ž	_	Yearly Salary	Salary	ź		Yearly Salary	ary	إ:	Yea	Yearly Salary			,	-	Yearly Salary	lary
169. Newburg, N.YM  T 255	5_				Min. Ma	Max. Av.		Min.	n. Max.	х.   Аv	-	Min.	Мах.	Av.	.001	Min.	Max.	Av.	Z Salary	LTY NO.		Min. Max.	Av.
T 25,	::	::	\$2,000	. St.	\$1,500 \$1,	\$1,500 \$1.	\$1,500	2 \$1,0	\$1,000 \$1,000 i,	\$1,000 \$1,000 1,000 738		1 1 900 1	% (§ %) (§	\$1,300	. 88	\$450		\$463	: : - : :		::	::	::
	25,501	112	:	ı,	1,500 1,	1,500 1,	1,500	14	600 I,	1,000	775	5 900	0 1,300	1,220	85	450	96	463	-	·   :	:	:	Ŀ
170. Aurora, Ill F	: :	::	(a)	. u :	1,100 2,	2,000	1,550	9 2	600 600 1,	9000,1	833 .	550		805	64	350	750	532	-::	- : : : :	::	::	. : :
T 25,	25,485	101	:	4 -	1,100 2,	2,000 I	1,550	81	000	000,1	764	5 550	000,1	805	64	350	750	532	:   :		:	:	:
171. Lima, OM		::	2,400	# :   # :	1,500 1,	1,500	1,500	H 7	585 475	585	585 631	1 808 8 570	808 80	808	.82	285	523	393	::		: : : : :	::	::
T 25,	25,445	103	÷	H	1,500 1,	1,500	1,500	∞	475	994	625	9 570	808	692	82	285	523	393	:		:	:	:
172. Nashua, N.HM F	::	::	( <i>b</i> )	н:	2,000 2,	2,000	2,000	H &	1,200 I,	800 1,	1,200	1 1,100 4 600	0 1,100	1,100	: 84	. 6	450	416	<del>- : :</del>		<u> </u>	::	::
T 25,	25,275	29	:	1 2,	2,000,2	2,000,2	2,000	63	700 I,	1,200	191	5 600	0 1,100	720	84	94	450	416	<del> </del>	<u>'</u>   <u>:</u>	:	:	:
173. Meriden, Conn.M		::	2,000	H :	2,000 2,	2,000	2,000	,, ,,	1,200 I, 500	1,200 I,	1,200	5 600	0 1,650	1,442	8.	350	700	490	::	::	2 \$300 \$500 \$400	\$500	: 64
T 25,	25,088	112	i	, 2	000,	2,000 2	2,000	612	500 I,	1,200	742 I	009 11	0 1,650	1,123	83	350	700	490	   :	 	300	500	8
174. JamestownM		::	2,500	H :	,800	1,800	1,800	13	200	800	767 685 I	1 1,100 11 525	5 650	1,100	: %	325	. 009	440	::	:	9 375	450	433
T 24,	24,947	121	:	H H	1,800 1,	1 008,1	008,1	91	009	000	700 I	12 525	5 1,100	648	28	325	909	440	   :		9 375	450	433
175. Wichita, KanM		- i i	2,000	H :	1,300 I.	300	1,300	20	720 I, 540	788	790 673 I	1 675 12 518	5 675 8 765	675	. 87	315	495	419	;; -;;	::	::	::	::
T 24,	24,917	811	:	ř	1,300 I,	1,300	1,300	41	540 1,	000,1	714 1	13 518	8 765	670	87	315	495	419	:		:	<u>:</u>	:
176. WalthamM Mass. F		::	2,200	H :	2,000 2,	2,000	2,000	113	900 I,	1,500 900	,200 818	2 1,800 9 620	0 1,800	1,800	63	500	700	594	::	: :	::	::	::
T 24,	24,912	001	i	, 0	2,000,2	2,000	2,000 d	$d_{14}$	700 I,	1,500	000	11 620	0 1,800	858	63	500	200	594			<u>:</u> :	:	:

a Two superintendents (East Side and West Side) at \$2,400 and \$2,200, respectively.

b Not reported. c Including 1 assistant principal at \$1,200.

d Including I assistant principal at \$1,500.

TABLE I-Continued

Populaters and Salary tion Superof of residual Superof of residual Superof of residual Superof			Ξ	Нісн Ѕсноогѕ	HOOL						ELEM	ENTAR	ELEMENTARY SCHOOLS	STOO			×	KINDERGARTENS	GART	ENS	
	ariy lary	Prir	Principals			Teachers	hers			Principals	sals	-		Teachers	ııs		Directors		Teac	Teachers	I
	Supt.		Yearly Salary		No.	Yearl	Yearly Salary		ž	Yearly	Yearly Salary		2	Yearl	Yearly Salary		o Year	1 5	1-	Yearly Salary	lary
- 1		Min.	Max.	Av.		Min.	Max.	Av.		Min.   M	Max.   1	Av.	L.,	Min.	Max.	Av.	Salary			Min. Max. Av.	Av.
::	(a) :	\$2,000	\$2,000	\$2,000	v.00	\$800 700	\$1,100	\$940	% <del>*</del>	52.23	\$1,200 \$	950 578	57	\$425	\$700	\$474	::		8\$100\$650\$313	\$650	\$313
96	:	1 2,000	2,000	2,000	13	700	001,1	819	o i	525 I	1,200	653	57	425	700	474	:	8	100	650	313
::	\$2,300	1,260	1,260	1,260	9.8	450 720	720	680	0.0	675 540	675 675	675 615	50 2	495 410	495 540	495	::	::	::	::	::
85	- :	1,260	1,260	1,260	12	450	720	069	∞	540	675	630	19	410	540	495	1	:	:	1	:
H :	1,700 1	1 1,800	1,800	1,800	н Ф	900	700	900	H:	1,500	1,500	1,500	. 59	30.	: 0,	419	::	. :	(g):	<u>:</u>	( <b>g</b> ):
74	:	1,800	1,800	1,800	29	550	906	664	H	1,500 1	1,500 I	1,500	620	300	200	419.	:	(6)	(g)	(a)	(a)
No dat a obtaina ble	tainable										<u> </u>										
::	2,000	1,250	1,250	1,250	: "	675		705	:0			630	36			472		: 4	472	472	472
58	:	1,250	1,250	1,250	63	675	292	705	0	576	894	630	36	472	472	472	:	4	472	472	472
::	2,100	1,450	1,450	1,450	. O O	625 1	1,000	750 625	:∞	555	555	555	7.5	525	525	525	::	-::	::	::	::
001	:	1,450	1,450	1,450	112	625	1,000	929	∞	555	555	555	7.5	525	525	525.	:	:	:	:	:
	3,000	1,600	1,600	1,600	7-0	800	750	957	: #	. 200	810	705	75	360	585	471	: i	::	::	::	::
109	-   :	1,600	1,600	1,600	<u> </u>	450	1,100	813	H	590	810	705	7.5	360	585	471	<u>:</u>	-	i	:	<u> </u> :
:	1,500	8 : 8 :	8 : 6 :	8 :	0 0	675 585	675 585	675 585	4н	405 585	675 585	563 585	: 4	360			::	::	::	::	::
57	-   :	000	000	8	4	585	675	630	ν.	405	67.5	267	4	360	450	409		:	:	:	]:
					<del></del>					-											

a Not reported.
b Including r assistant principal at \$900.

c Including kindergarten teachers, number not reported.

e Including 1 assistant principal at \$765. Including 1 assistant principal at \$1,000.

TABLE I—Continued

		No. of				H	HIGH SCI	SCHOOLS					ы	ELEMENTARY SCHOOLS	IRY SC	HOOLS			×	INDE	KINDERGARTENS	ENS	
ì	Popula-	Teach- ers and	Yearly Salary		Principals	pals			Teachers	SI		Pı	Principals			Teachers	ıers		Directors	8	Tea	Teachers	
	1903	Super-	of Supt.	-	Yearly	Yearly Salary	2	- 2	Yearly	Yearly Salary	§		Yearly Salary	lary	2	Yea	Yearly Salary		o Yearly	2		Yearly Salary	lary
		Omcers			Min.   M	Max.	Av.		Min. M	Max. A	Av.	Min.	Max.	Av.		Min.	Max.	Av.		- 1		Min. Max. Av.	Av.
185. Colorado SpgsM Colo. F		::	\$3,300	1 \$1.	\$1,900 \$1,900	,900 \$I	006,1	<b>8</b> 4	900 \$1, 780 I,	\$1,150 \$1,057		6 \$ 780 8 840	\$1,600	\$1,153 1,019	93	\$540	\$780	\$730.		::	::	::	::
F	24,092	129	i	H	1,000,1	1,000,1	1,900	1.5	780 1,	1,150 1,	1,000,1	14 780	009'1 c	1,076	93	540	780	730.	:	:	:		:
186. SheboyganM Wis.	: :	::	(a)	H :	1,400 1,	1,400 1	1,400	יא טי	650 I,	1,000	800	6 850	0 1,200	1,067	63	400		458	\$650		21 \$250 \$500 \$381	\$500	\$381
Н	24,060	III	i	H	1,400 I	1,400 I	1,400	<u></u>	600 I,	1,000	735	6 850	0 1,200	1,067	63	400	009	458	1 650	2 2 1	250	500	381
187. East OrangeM N. J. F		::	3,900	1 :	2,900 2	2,900 2	2,900	, ji	1,100 I. 800 I,	1.800 I, 1,250	1,450	6 1,900	0 2,500	2,267	73	600	725 800	663.	::	17	450	675	543
H	23,972	122	i	1 2	2,900 2	2,900 2	2,900	17	800 I,	1,800 1,	1,144	006'1 9	0 2,500	2,267	75	575	800	. 699	:	17	450	675	543
188. Elgin, IllR	: :	::	2,400	H :	1,550 1	1,550 I	1,550	15 1	1,045 I,	1,150 I, 900	1,099		5	722	76:	285	618	497	::	::	; ;	::	::
H	23,816	112	i	-	1,550 I	1,550 I	1,550 b	619	618 1,	1,150	812	10 665	5 855	722	94	285	819	497	:	:	÷	÷	:
189. WatertownM N. Y	: :	::	2,350	7 ·	2,000 2	2,000 2	2,000	1 I,	1,200 I, 650	1,200 I, 850	1,200	 Io 440		548	85	320	9	373		: 4	350	450	. 60
T	23,787	111	:	1 2	2,000,2	2,000,2	2,000	41	650 1,	1,200	136	10 440	009	548	85	320	009	373	: 	4	350	450	400
190. SpringfieldM Mo.	; ;	::	2,250	n :	720 I.	1,800 1	1,260	7.07	675 450	810 675	711 .	85	5 585	585	63	315	315	315.		::	: :	: :	::
L	23,693	88	:	7	720 I	1,800 1	1,260	12	450	810	653	8 585	5 585	585	65	270	540	353.		:	:	÷	:
191. Austin, TexM		: :	2,000	H :	1,500 1	1,500 1	1,500	4 O D	1,000 680	1,000 680	1,000	2 I,200 4 595	o 1,200 5 850	733	: 4	340	561	504		: :	i i	::	: :
H	23,574	89	:	1	1,500 1	1,500 1	1,500	11	680 1,	000,1	738	6 595	5 1,200	889	4	340	261	504	:	:	:	÷	:
192. Масоп, Ga	23,431	No data	No data obtaina ble	- Je																			
		-	<del>.</del> -	_	_	_	_	_	-	_	_		_			_	-	-	_		_		

b Including 1 assistant principal at \$1,100.

TABLE I-Continued

		No. of	Vessla			H	Нісн Ѕсноогѕ	HOOL	s					ELE	ELEMENTARY		SCHOOLS			×	KINDERGARTENS	GART	ENS	
CITY	Popula-	Teach- ers and	Salary		Princ	Principals			Teachers	hers			Principals	pals			Teachers	rs		Directors	-8-	Tea	Teachers	
	1903	Super- vising		- 5	Year	Yearly Salary		- 5	Year	Yearly Salary		- 2	Yearl	Yearly Salary		- 3	Yearl	Yearly Salary		o Yearly	2		Yearly Salary	alary
		Jucers	•	-	Min.	Max.	Av.		Min.	Мах.	Av.		Min.   N	Max.	Av.	L	Min.	Max.	Av.			_	Min. Max. Av.	Av.
193. Burlington, IaM	: :	::	\$1,750	<del>- H</del> :	\$1,500	\$i,500	\$1,500	-00	\$600	\$1,200	\$833	- S - S	\$i,100 855	\$1,100 1,000	\$1,100	. 6	\$285	\$570	\$474	::	-::	::	::	
T	23,393	119	:	н	1,500	1,500	1,500	12	500	1,200	739	II	855	1,100	1,014	92	285	570	474	:	Ŀ	:	1	] :
194. Clinton, IaM		::	2,150	H :	1,850	1,850	1,850	7.3	665	808 808	728 743	: 0	570	1,100	738	55	570 364	570 570	570 .	::	: ":	: :	: :	::
T	23,370	103	:	н	1,850	1,850	1,850	o i	999	808	739	6	570	1,100	738	<i>a</i> 56	364	570	437	:	:	<u> </u>	1	:
195. Pittsfield,Mass.M	::	::	2,300	н:	2,000	2,000	2,000	603	800	800	1,000	8 O	1,000	1,500	853	96	320		429	-::	•	4	\$428	\$315 \$428 \$371
T	23,113	125	i	н	2,000	2,000	2,000	6	9	1,400	804	11	089	1,500	925	96	320	460	429.	:		4 315	428	3 371
196. Roanoke, Va M F		::	1,500	٠:	1,125	1,125	1,125	ω4	810 585	945	855 653	۲:	630	% :	823		270	450	392	::	: : 	::	::	::
T	23,097	49	:	H	1,125	1,125	1,125	~	585	945	739	7	630	8	823	SI	270	450	392	:		:	:	<u> </u>
197. AmsterdamM N. Y.	::	::	2,800	н:	1,800	1,800	1,800	т9	900	900	900	٠.	8 :	% : % :	80 ·	. 22	500 :		543	::		7	650	436
T	23,082	7.5	:	н	1,800	1,800	1,800	7	650	000	714	5	800	800	   %   %	52	500	650	543.	:	_	7 400	9 650	436
198. Anderson, IndM	: :	::	2,880	н:	1,600	1,600	1,600	0.4	720	810	821	N 00	675 450	720	698	62	585 360	630	608 .	::	::	::	::	-::
T	23,010	92	:	H	1,600	1,600	1,600 1	b13	675	1,000	790	OI	450	720	644	64	360	720	499	:	:	:	1	:
199. Norristown, Pa. M. F.		::	(3)	H :	1,800	1,800	1,800	90	850 650	950	900	0.4	850 550	850 750	850	52	350	550	445		: :	: :	::	::
T	23,006	75	:	н	1,800	1,800	1,800	II	650	950	723	9	550	850	750	52	350	550	442	:	:	:	:	:
200. Columbia, S.C. M	: :	::	1,500	н:	810	810	810	. %	495	495	495	01 01	585 495	765 765	675 630	34	360	585 405	435.	::	: : 	::	::	::
T	22,836	46	÷	н	810	810	810	8	495	495	495	4	495	292	653	37	270	585	360.		:	i.	:	:
a Not including 23 normal-	normal-c	lass tea	class teachers at \$170 to \$332, average \$246.	\$170	to \$3;	32, ave	rage \$2	46.	q	b Including 1 assistant principal at \$1,000.	ing 1 a	ıssista	nt prin	cipal a	t \$1,00	o	S N	c Not reported.	ted.					

TABLE I-Continued

NS	ers	Yearly Salary	Min. Max. Av.	\$300 \$560 \$470	560 470	::	:	396 310	396 310	::	:	::	:	::	:	::	:	700 530	700 530
KINDERGARTENS	Teachers			\$300	300	::	:	252	252	::	:	::	:	::	:	::	:	30:	300
NDER		ž	- 1	. •	9	::	:	: 01	01	::]	:	::	:	::	:	::	:	: 08	20
X	Directors	o Yearly	Salary	<u> </u>	:	::	:	468	1 468	: :	:	::	:	::	:	: :	:	::	:
			Av. Z	\$700	531	466	466	413	413	518. 578.	576.	840 . 768 .	. 694	383	383.	429	429.	711	7111.
	ers	Yearly Salary	Мах.	\$700	800	575	575	504	504	585 653	653	840 780	840	425	425	550	550	775	775
SCHOOLS	Teachers	Yea	Min.	\$700	300	315	315	252	252	450 450	450	840	720	375	375	360	360	. 009	9
		2	į	54	55	59	59		79	60	62	85	98	53	53	. 55	55	79	79
ELEMENTARY		ary	Av.	\$1,175	884	742 691	705	1,500	1,125	838 855	842	1,400	1,321	1,200	491	868 628	765	1,767	1,314
EL	Principals	Yearly Salary	Max.	\$1,500 I,000	1,500	900	000	1,500	1,500	1,080	1,080	1,400	1,400	1,200	1,200	1,000	1,000	2,000	2,000
	Prin		Min.	\$1,000	200	550	550	1,500	750	540 855	540	1,400	850	1,200	430	720	500	1,500	750
		ź	į	4.8	6	m∞	11	нн	8	00 01	ů	9	7	21	22	8.0	14	1000	II
		ary	Av.	\$1,483 1,108	1,296	790 648	889	925 586	683	720	745	1,383 1,184	1,284	750 475	525	: :	:	2,340	1,428
	Teachers	Yearly Salary	Мах.	\$2,000 1,200	2,000	1,250	1,250	1,200	1,200	833	833	1,745	1,745	800	800	::		2,800	2,800
STC	Te	Ye	Min.	\$1,200	850	525	525	360	360	495 495	495	1,200	1,100	700	475	: :	i	1,800	200
ЭСНО		2	9	-99	12	13	18	4 0	414	ຕທ	8	יט יט	ů	0.0	H	33	<u>@</u>	II	91
Нісн Ѕснооця		ary	Av.	\$2,750	2,750	1,600	1,600	2,200	2,200	1,155	1,155	2,640	2,640	1,600	1,600	::	:	3,500	3,500
	Principals	Yearly Salary	Max.	\$3,000	3,000	1,600	1,600	2,200	2,200	1,500	1,500	2,640	2,640	1,600	1,600	::	i	3,500	3,500
	Pri	χ̈́	Min.	\$2,500	2,500	1,600	1,600	2,200	2,200	810	810	2,640	2,640	1,600	1,600			3,500	3,500
		;	ġ	n :	N	H :	H	H :	H	٠: :	"	H :	-	H :	Н	<u>@</u>	( <i>q</i> )	H :	н
:	Yearly Salary	of Supt.		\$3,000		2,000	:	1,500	:	2,000		2,000	:	1,800	:	1,500	:	4,000	
	Teach- ers and	Super-	Officers	::	8	::	93	::	115	::	83	::	108	::	. 89	::	72	::	141
	Popula-				22,808	::	22,736	: :	22,675		22,558		22,532		22,500		22,384		22,284
	, m.		-	201. Newport, R.IM	<u></u>	202. Decatur, IllM	H	203. Bangor, MeM	H	204. Waco, Tex H	H	205. San Jose, Calif. M F	Т	206. Oswego, N.YM	H	207. Warwick, R.LM	T	208. Brookline M Mass. F	F

b City does not maintain a high school but sends high school pupils to other cities at a cost of about \$8.500 for tuition alone. a Including I assistant principal at \$700.

TABLE I-Continued

		No. of				10	High S	SCHOOLS	ST					Ħ.	ELEMENTARY SCHOOLS	ARY SC	CHOOLS			24	KINDERGARTENS	RGAF	TENS	
į	Popula-		Š		Pri	Principals			Tea	Teachers			Prir	Principals			Tea	Teachers		Directors	Sic	Le	Feachers	s
;	1903	Super-	of Supt.	2		Yearly Salary	ıry	2	Ye	Yearly Salary	ıry	2		Yearly Salary	ary	2	Ye	Yearly Salary	ary	o Year	<u> </u>		Yearly Salary	Salary
		Omcers			Min.	Max.	Av.	5	Min.	Max.	Av.	2	Min.	Max.	Av.		Min.	Max.	Av.	Z Salary			Min. Max. Av	x. Av
209. Niagara FallsM N. Y.		:::	\$2,200	H :	\$1,800	\$1,800	\$1,800	12	\$1,000	\$1,100	\$1,050	0.0	\$1,350	\$1,450	\$1,350 \$1,450 \$1,400 600 700 683	75	\$300	\$500	\$443		: :	8.840	8\$400\$550\$506	\$00:
T	22,172	112		H	1,800	1,800	1,800	<b>a</b> 15	500	1,100	707	~	9	1,450	863	75	300	500	443	 	-	8	400 55	550 506
210. ShenandoahM Pa.		: :	( <i>b</i> )	: н	. 00	. 606	. 60	0 0	630 540	765 540	698 540	::	::	::	::	9	360	540	396			::		::
T	21,635	19	:	H	900	006	900	4	540	765	619	:	:	:	:	55	315	540	398	:		:	:	:
211. Petersburg, Va	21,549		No dat a obtaina ble	3 ple												-								
212. Lynchburg, Va	21,350	No dat	No dat a obtaina ble	ple							6													
213. Wilmington, N.C.	21,252		No data obtaina ble	ble																				
214. Rock Island,Ill. M	## (F.	::	2,300	H :	1,500	1,500	1,500	40	650 675	1,000	784 803	н ∞	1,100	1,100	1,100		315	675	456	::	-::	::	: :	::
	T 21,251	8	:	H .	1,500	1,500	1,500	013	650	1,000	795	6	585	1,100	268	d64	315	675	456	ļ .		:		:   :
215. Evanston, IllM	<u>ы</u> г.	: :	2,500	<u>©</u> ©	::	::	: :	હેહ	::	::	::	.0	: 8	1,000	975	: 4	625	950	716		750	: %	250 400	400 325
	T 21,104	9	i	9	:	:	:	(e)	:	i	:	9	8	1,000	975	45	625	950	216	H	750	8	250 40	400 325
216. LeavenworthM Kan.	H.C.	: :	(9)	۳:	1,575	1,575	1,575	н 4	810 720	810 810	810 788	0.0	720 630	810 810	765	52	270	540	447	::	::	::	::	::
	T 21,026	67	:	H	1,575	1,575	1,575	ro.	720	810	792	∞	630	810	743	52	270	540	. 447	:		:   :		
a Including 1 assistant principal at \$750.	  tant princ	ipal at	\$750.	_		L C Ir	c Including x assistant principal at \$900.	- L .	ıssistan	t princi	ipal at		_		100	The hig	zh scho	ol at Ev	e The high school at Evanston is a township high school and	is a tow	- dinsn	High	scho	- l. o

TABLE I-Continued

		lary	Av.	::	:	: :	:	\$292	292	475	475		: :	:	550	550	306	306	
ENS	hers	Yearly Salary	Min. Max. Av.	: :	:	::	1	\$425 \$292	425	550	550		::	:	550	550	450	450	
SART	Teachers	Year	Min.	i i	:	: :	:	5\$111\$	111	: 6	400		::	:	550	550	. 00	200	
Kindergartens		ž		::	:	::	:	: 10	,	: 0	10		::	:	: H	-	: 4	4	
K <sub>r</sub>	Directors	Yearly	Salary	::	:	: :	:		:	: :	:		::	:	::	:		:	
	ä	.0	N	::	:	416		::	:	: :	:		::	:	::	:	::	: 9	
		lary	Av.	\$392	392		407	4	448	418	418		. 440	440		460	476	476	
	Teachers	Yearly Salary	Max.	\$525	525	450 405	450	555	555	525	525		540	540	550	550	550	550	
SCHOOLS	Teac	Ye	Min.	\$280	280	405	405	370	370	. 400	400		405	405	425	425	325	325	
Ry Sc		ž		.:	19	20 %	58	51	51	. 99	89		.85	58	: 84	48	36	36	
ELEMENTARY		ry.	Av.	\$515	515	700	700	645	645	544	544		752	765	719	719	598	598	
ELE	Principals	Yearly Salary	Max.		900	9 :	700	700	700	700	700		000	06	800	800	. %	800	
	Princ	Yea	Min.	\$475	475	700	700	500:	200	450	450		495	495	675	675	325	325	
		Ž	_	: 2	12	٠:	10	: 0	6	:0	0		01	=	:0	0	: ::	H	
		2	Av.	\$ 800	713		9	763 679	269	783	783	,	765 576	639	850 800	828	1,000	778	
	hers	Yearly Salary	Max.	8800 800	800		909	800	800	. 00	906		900	906	950	950	1,000	1,000	
s	Teachers	Year	Min.	\$ 800 \$	575		909	750	909		700		630	415	8 8	800	1,000	200	
ноог		I	-	700	∞	: m	8	4 4	81	:9	9		0.4	9	ν <sub>4</sub>	6	но	្ឋ	
Нісн Ѕсноогѕ			Av.	\$1,200	1,200	1,200	1,200	2,000	2,000	1,800	1,800		896	896	1,500	1,500	2,400	2,400	
Œ	Principals	Yearly Salary	Max.	\$1,200	1,200	1,200	1,200	2,000	2,000	1,800	1,800		1,215	1,215	1,500	1,500	2,400	2,400	
	Prin	Year	Min.	\$1,200	1,200	1,200	1,200	2,000	2,000	1,800	1,800		720	720	1,500	1,500	2,400	2,400	
		- L		Η:	ı	н:	1	н :	н	<b>H</b> :	1	ple	8 :	61	H :	1	۳:	I	
Venelu	Salary	Supt.		\$1,900	i	1,800	:	2,200	i	2,000	:	obtaina	1,800	i	2,500	:	2,500	:	
	reach- ers and		- 1	::	84	::	89	::	89	::	89	No data obtaina ble	::	8	::	29	::	79	
	Popula-	1903	_		20,062		20,955	: :	20,886		20,703	20,613	: :	20,499	: :	20,426	`::	20,421	
	Cirv			217. Port HuronM Mich. F	T	218. Paducah, KyM	Т	aro. Madison, WisM	T	220. Chicopee, Mass. M	T	221. Findlay, O	222. New AlbanyM Ind.	T	223. New Brunswick M N. J.	T	224. Concord, N.HM	H	

TABLE I-Continued

225. Medford,Mass. M 1903 C Mich. F Mich. T Mich. E Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F Mich. F F Mich. F F Mich. F F Mich. F F Mich. F F Mich. F F F Mich. F F Mich. F F F Mich. F	Teach- ers and Super- vising Officers	Colo											Wara	PERMENIARY	CTOOTES				2	KINDERGARTENS	ARTEN	s
20,395	vising	Salary		Princ	Principals			Teachers	ers			Principals	als			Teachers		اة ا	Directors		Teachers	IS.
20,395	::	Supt.		Year	Yearly Salary		_	Yearl	Yearly Salary		-	Yearly Salary	Salary	<u> </u>	-	Yearly Salary	Salary	-	Venal		Yearly	Yearly Salary
				Min.	Max.	Av.		Min. N	Max. A	Av.	<u></u>	Min. Max.		Av.	No.	Min.   Max.	-	Av.	Salary	Š.	Min. Max. Av.	IX. Av
	_	\$2,800	# :	\$2,000	\$2,000	\$2,000	101	\$000 1	\$1,200 1,000	\$1,071	- 5 :	\$1,300 \$1,0	\$1,600 \$1,	\$1,500	75	\$450 \$	\$000\$	\$583	::	::	::	
	107	:	н	2,000	2,000	2,000	17	009	1,200	882	, H,	1,300 1,0	1,600 1,	1,500	a75	450	009	583	:	<u>e</u>	3	(3)
	::	2,400	ο· :	1,400	2,000	1,700	17	550	1,250 1	740		400		404	. 20:	30:	55.0	417	: :	:00	\$300	\$450\$403
	901	:	0	1,400	2,000	1,700	56	550	1,250	836	13	400	750	494	56	300	550	417	:	00	300	450 403
	::	2,200	H :	1,500	1,500	1,500	ω∞	850 1	1,050	983 756	н ∞	800 8	800	800	20 I	3000	525	500	::	::	- <u>:</u> :	::
T 20,174	73	:	н.	1,500	1,500	1,500	11	1004	1,050	818	0	425 8	800	547	51	300	525	447	:	:	:	:   :
228. Winona, Minn.M	::	2,000	н:	1,600	1,600	1,600	40	800	1,200	963	:∞	. 650	· : 00 : 8		: %;	: 64	650	485	: :	: 4	30:	600 461
T 20,167	001	:	H	1,600	1,600	1,500	13	00	1,200	777	8	650 8	80%	694	58	64	650	485	:	14	300	600 461
229. Perth AmboyM F	::	2,500	۳ :	1,100	1,100	1,100	0 0	750	000,1	825 850	4 4	750	900	863	. 20	. 6		459	: :	::	::	::
T 20,156	14	:	н	1,100	1,100	1,100	4	700	1,000	838	9	92	8	808	59	420	100	459	:	:	:	:   :
230. Green Bay H	::	(6)	· ·	1,400	1,425	1,413	II	650 525	650	650	но	500	500	500	78 I	575	575	575		::	::	::
T 20,142	85	:	61	1,400	1,425	1,413	12	525	675	621	°	004	650	581	50	400	575	459	:	:		:
20,050		No dat a obtaina ble	ble							-									-			
232. Sandusky, OM	::	2,500	н:	1,200	1,200	1,200	<i>n n</i>	750 1	1,150	933	-:-	612	725		55.	. 8	575	430	: :	::	::	::
T 20,021	78	:	H	1,200	1,200	1,200	9	675	1,150	813	7	612	725	664	55	300	575	430 ::	:	:	:	<u>:</u>   :
-				-							_				-							

a Including kindergarten teachers, number not reported.

c Not reported.

b Included in elementary teachers.

TABLE I-Continued

Teachers Kindergartens Teachers Directors Teachers	-	Z Salary No.	Max. Av.	77 \$450 \$540 \$525	77 450 540 525	45 216 600 422 5 \$325 \$400 \$350	45 216 600 422 5 325 400 350	68 400 550 452 8 320 500 373	68 400 550 452 8 320 500 373	48 400 525 424 5 400 500 420	48 400 525 424 5 400 500 420	62 366 585 468	62 360 585 468	46 360 640 450	40 360 640 450		72 285 549 422	. 285 549 422	
ELEMENTARY SCHOOLS		ģ	Av.	\$ 785	785	619	619	001,1	001,1	575	575	675	714 (	560	260		049	670 72	
ELEN	Lupais	lar	Max.	8 SIO	810	1,000	1,000	1,100	1,100	725	72.5	675 945	945		650			683	
Pri		No.	Min.	9 \$ 675	9 675	8	8 450	3 1,100	3 1,100		9 500	1 675 7 608	809		8 500		6	9 570	
	1	Τ.	Av.	\$1,000	830	800	299	1,200	705	713	627	812	726	900	773			770	
Teachers	CACHERS	%  -	Max.	900 \$1,100 \$	738 1,100	650 1,000 450 800	450 1,000	1,200	550 1,200	675 750 475 800	475 800	675 1,500 540 765	540 1,500	900 900	640 900			0 950	
1 -	-	° į	Min.	89 73	211 7	48	12 45	1 1,200 10 550	b11 55	0 4	611 45	10 67	17 54	8-6-6 8-6-6	44 64		oi	d10 700	
Нісн Ѕснооця			Av.	\$1,500 \$1,500	1,500	2,200	2,200	1,700	1,700	1,600	1,600	2,000	2,000	1,600	1,600		1,500	1,500	
Principals	incipals	<u>بر</u>	Max.	o \$1,500	0 1,500	2,200	2,200	001,100	002,1	1,600	009'1	2,000	2,000	009'I	009,1			1,500	
ď		No.	Min.	1 \$1,500	1 1,500	1 2,200	1 2,200	ı 1,700	1,700	ı 1,600	1,600	1 2,000	1 2,000	1 1,600	1,600	ple.	ı I.500	I I,500	
Yearly	Salary	ند		\$2,500	:	2,000	:	1,800	:	2,600	:	2,500	:	1,800	:	dat a obtaina ble.	2,000	i	
No. of Teach-	ers and Super-	vising Officers		::	102	::	92	::	6	::	82	::	8	::	1 56	Š	::	011 2	
Popula-	tion	1903			19,908		19,855		19,738		19,696		19,609		19,571	19,547		19,457	
	Cırv			233. Marion, IndM	T	234. Burlington,VtM	T	235. NorthamptonM Mass. F	T	236. Gloversville M N. Y. F	T	237. Galesburg, Ill M	L	238. Central FallsM R. I.	I	239. Pensacola, Fla	240. Ottumwa, IaM	T	

TABLE I-Continued

No. of		Vocale				Нісн Ѕсноогѕ	сноог	S;					ELEMENTARY	TARY	SCHOOLS	s			KINDERGARTENS	RGAF	TENS	
Popula- reach Salary Principals	Salary		Principals	rincipals				Teachers	hers		,	Principals	ıls		Te	Teachers		Directors	tors	Te	Teachers	
vising	Supt. No.	, o		Yearly Salary	lary			Year	Yearly Salary		, v	Yearly Salary	Salary	ž		Yearly Salary	lary	. Ye	Yearly	Y. Y	Yearly Salary	Salary
	Min. Max.	Min. Max.	Min. Max.	Max.	Av.			Min.	Max.	Av.		Min. Max.	x. Av.		Min.	. Max.	Av.		1		Min. Max.	c. Av.
\$2,000 I \$1,200 \$1,200 \$1,200	\$2,000 I \$1,200 \$1,200	I \$1,200 \$1,200	\$1,200 \$1,200	\$1,200	\$1,200		w 4	\$ 666	950 \$	780	<u>8</u>	\$700 \$1,000 700 725	000 \$850 725 713		58 \$350		\$466	-::	::	-::	::	::
19,379 77 1 1,200 1,200 1,200	I I,200 I,200	I I,200 I,200	I,200 I,200	1,200	i	0	1	500	950	669	9	700 1,0	1,000,1	758	58 3	350 600	466	:	:	:	<u>:</u>   <u>:</u>	<u> </u> :
1,800 I 1,200 I,200 I,200 I,200 I.200	I,800 I I,200 I,200	I 1,200 1,200	1,200 1,200	1,200		8 :	N 61	810 720	1,000	886	9:	500	675 6:	617	57 2	252 450	381	::	::	::	::	::
19,342 73 I 1,200 1,200 1,200	I 1,200 I,200	I 1,200 1,200	1,200 1,200	1,200		8	7	720	1,000	839	9	200	675 61	219	57 2.	252 450	381	:	:	<u>:</u>	:	:
I,800 I I,400 I,400 I,400 I,400 I,400 I.400	I,800 I I,400 I,400	I 1,400 1,400	1,400 1,400	1,400		8:	4 κ	800	1,000	000	н 6	450	700 76	700	 61 4	400 550	430	::	: :	: :	::	::
19,324 84 1 1,400 1,400 1,400	I 1,400 I,400	I 1,400 1,400	1,400 1,400	1,400	ì	0	0	009	1,000	733	°	450	700 5.	558 (	61 4	400 550	430	:	:	:	:   :	:
2,000 I 1,200 I,200 I,200 I,200 I,200	2,000 I I,200 I,200	1 1,200 1,200	1,200 1,200	1,200			0110	8 8	8 8	88	, ,	625 525	62.5 700 59	625 595	57.	250 600	404	::	::	:::	::	::
19,192 76 1 1,200 1,200 1,200	I I,200 I,200	I I,200 I,200	1,200 1,200	1,200	1		7	8	006	8	×	525	700	599	57 2.	250 600	404	:	:	:	:	<u> </u> :
19,081 No data obtaina ble	o dat a obtaina ble	obtaina ble	<u>a</u>																			
18,932 No dat'a obtaina ble	o dat'a obtaina'ble	obtaina ble	9									<u>.</u>					···					
2,500 1 1,500 1,500 1,500 1,500 1,500	2,500 I I,500 II,500	1,500 1,500	1,500 1,500	1,500			9.0	630	720	675 620	70	810 8	810 81 720 66	810 099	2,2	510 510 270 510	510		\$450	: 4	\$36	\$90 \$360 \$260
18,891	I 1,500 I,500	I I,500 I,500	I,500 I,500	1,500	1		H	473	765	630	0,	540 8	810 69	869	55 2,	270 510	402	H	450	4	360	0 200
2,000 I I,500 I,500 I,500 I.500	2,000 I I,500 I,500	I I,500 I,500	1,500 1,500	1,500		0 - 1	4∞	750	1,000,1	1,000	69	760 1,0	26 000,1	760	56 5	760 760 523 665	760 546	::	::	. 10	523 523	3 523
18,712 89 1 1,500 1,500 1,500	I I,500 I,500	I 1,500 I,500	1,500 1,500	1,500	-	-	12	750	000,1	883	-6-	760 1,0	1,000 78	187	58	523 760	554	<u>:</u>	:	55	523 523	3 523

TABLE I-Continued

Teachers   Teachers	Teachers   Teachers   Teachers   Teachers   Directors   Teachers	Trachers	No. of	Vearly -			Нісн Ѕсноогѕ	HOOLS	- 1		+		펿	ELEMENTARY SCHOOLS	RY SCI	TOOLS		-	Ϋ́	KINDERGARTENS	ARTE	SN
No	No.	No.   No.			Pri	Principals			Teach	ers	-	Pr	incipals			Teach	ers	Ω	irector		Teacl	ers
Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Min.         Max.         Av.         Min.	Av.         Av. <th>  Max.   Av.   Min.   > <th>Supt. No.</th> <th></th> <th>~</th> <th>early Sala</th> <th></th> <th></th> <th>Yearly</th> <th>/ Salary</th> <th>ž</th> <th></th> <th>early Sal</th> <th>ary</th> <th>ž</th> <th>Yea</th> <th>ly Salar</th> <th></th> <th></th> <th></th> <th>Year</th> <th>ly Sala</th>	Max.   Av.   Min.   Supt. No.		~	early Sala			Yearly	/ Salary	ž		early Sal	ary	ž	Yea	ly Salar				Year	ly Sala	
\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	1,500   2	\$\frac{8}{8}\frac{1}{10}\cos \text{1,000} \tag{8.68} \frac{8}{8}\frac{8}{10}\frac{8}{8}\frac{1}{10}\cos \text{1,000} \tag{1,000} 1,00				Max.	-					.		Av.		Min.	Max.				Min.	Max.
\$\begin{tabular}{llrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrrr	\$\begin{tabular}{ll} \text{Sign} \tau \tau \tau \tau \tau \tau \tau \tau	\$1,500         \$1,500         \$1,500         \$1,000<	\$2,000			::	::						₩;			\$300	. 00				\$300	\$500
1,500         2         \$ 685         \$ 6	1,500       2       1,000       1,100       971       72       475       570       544 <t< td=""><td>1,500       1,500       1,500       1,100       971       72       475       570       544  </td><td> (a)</td><td></td><td></td><td>:</td><td><u> </u></td><td>(g)</td><td></td><td></td><td>1</td><td></td><td></td><td></td><td>19</td><td>300</td><td>800</td><td>481</td><td>:</td><td><u></u></td><td>(</td><td>1</td></t<>	1,500       1,500       1,500       1,100       971       72       475       570       544	(a)			:	<u> </u>	(g)			1				19	300	800	481	:	<u></u>	(	1
1,500       2 \$ 685       \$ 685       \$ 685       \$ 685       \$ 415       \$ 559       469       1 460       460       460       460       460       343	1,500       2 \$ 685 \$ 685 \$ 685       3 415       559       469       1 460       460       460       460       460       345	1,500 2 \$ \$ 685 \$ 685 \$ 685 \$ 3 415 \$ 559 469	2,000 1 \$1,500	\$1,500		\$1,500	\$1,500	::			::'				72	475	570	544				::
1,000       2 \$ 685 \$ 685 \$ 685       3 415       559       469       1 460       460       460       460 <t< td=""><td>1,000       2 \$ 685 \$ 685 \$ 685       3 415       559       469       1       460       460       460  </td><td>1,000 1,000 2 \$ 685 \$ 685 \$ 685 \$ 3 415 559 469</td><td> I I,500</td><td>I 1,500</td><td></td><td>1,500</td><td>1,500</td><td>:</td><td></td><td></td><td>:</td><td></td><td></td><td></td><td>72</td><td>475</td><td>570</td><td>544</td><td>:</td><td></td><td></td><td>:</td></t<>	1,000       2 \$ 685 \$ 685 \$ 685       3 415       559       469       1       460       460       460	1,000 1,000 2 \$ 685 \$ 685 \$ 685 \$ 3 415 559 469	I I,500	I 1,500		1,500	1,500	:			:				72	475	570	544	:			:
1,000         2         6.685         6.685         6.88         6.89         8.89         8.89         8.89 <th< td=""><td>1,000 5 685 \$ 685 \$ 685  83  415  559  440  1  460  460  400 </td><td>1,000 5 685 \$ 685 \$ 685  83 415 559 469 1 460 460</td><td>No dat a obtaina ble</td><td>le l</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td><td></td><td></td><td></td></th<>	1,000 5 685 \$ 685 \$ 685  83  415  559  440  1  460  460  400	1,000 5 685 \$ 685 \$ 685  83 415 559 469 1 460 460	No dat a obtaina ble	le l															1			
1,350	1,350 7 685 685 12 352 559 425 54 262 460 346	1,350 7 685 685 12 352 559 425 54 262 460 346	1,200 I 1,000	1,000	1	1,000	1,000		685 685	685 685	685 685				1 53	460	460					::
1,35° 8 63° 765 733 7 428 675 55° 51 27° 45° 354	1,350 8 630 765 733 7 428 675 550 51 270 450 364	1,350 8 630 765 733 7 428 675 550 51 270 450 364	I 000'I I	1,000		000,	1,000	, v.	685	685					54	262	460	346.	:			:
1,350         8         630         765         731         8         428         675         560         53         270         450         365	1,350 8 630 765 731 8 428 675 560 53 270 450 365	1,350 8 630 765 731 8 428 675 560 53 270 450 365	2,250 1,350 I,	1,350		350	1,350	H 12	720	720	720				51	383	405	394.				
2,250 4 1,100 1,200 1,163 6 900 1,350 1,225	2,350 4 1,100 1,200 1,163 6 900 1,350 1,225	2,350 4 1,100 1,200 1,163 6 900 1,350 1,225	I I,350 I,			350	1,350	×	630	292	731				53	270	450	365.	:			1
2,250 4 1,100 1,105 1,105 6 900 1,350 1,225	2,250 4 1,100 1,103 6 900 1,350 1,225	2,250 1,150 1,160	data obtaina ble	le																		
1,600 f.14 850 1,000 923 7 850 1,200 1,050 55 500 750 694 6 650 650	1,600 I	1,600 I	2,400 1 2,250 2,	2,250	i	250	2,250				,163 936		1			500	850	751				::
I,600         I         850         I,200         950         4         850         I,200         967         56         500         750         694          650 <td>1,600 I 900 900 4 850 1,200 1,113</td> <td>1,600 I 900 900 4 850 1,200 1,113</td> <td> 1 2,250 2,</td> <td>2,250</td> <td></td> <td>250</td> <td>2,250</td> <td>II</td> <td></td> <td>i</td> <td></td> <td></td> <td></td> <td></td> <td>47</td> <td>500</td> <td>850</td> <td>751.</td> <td></td> <td></td> <td>1</td> <td>:</td>	1,600 I 900 900 4 850 1,200 1,113	1,600 I 900 900 4 850 1,200 1,113	1 2,250 2,	2,250		250	2,250	II		i					47	500	850	751.			1	:
1,600 c14 850 1,000 923 7 850 1,200 1,050 56 500 750 694 6 650 650	1,600 c14 850 1,000 923 7 850 1,200 1,050 56 500 750 694 6 650 650	1,600 c14 850 1,000 923 7 850 1,200 1,050 56 500 750 694 6 650 650	2,000 I 1,600 I	1,600		009,	1,600	13	9000	000;	900					500	750	694	: : 			650
			1 009,1 1	1,600		909,		614		000;	923			1	26	200	750	694.	:			650

a No high schools, two endowed schools giving pupils from grammar schools a high school education free.

b Not including 1 supervising principal at \$1900.

. c Including I assistant principal at \$1,000.

TABLE I-Continued

		No. of	1				Нісн Ѕ	SCHOOLS						ELEN	ELEMENTARY	Y SCHOOLS	STO			Kı	KINDERGARTENS	ARTE	SN	
Ž	Popula-	Teach- ers and	Š		Prir	Principals			Teachers	lers			Principals	sals	-		Teachers	ırs		Directors	_	Teachers	ers	
	1903			5	Ye	Yearly Salary	7.	2	Yearl	Yearly Salary		2	Yearly	Yearly Salary		- 52	Yearl	Yearly Salary		o Yearly	ž	Year	Yearly Salary	ary
		Omcers		5	Min.	Max.	Av.	<u> </u>	Min. M	Max.	Av.		Min. M	Мах.	Av.	-	Min. 1	Мах.	Av. Z			Min.	Min. Max. Av.	Av.
257. Great FallsM Mont. F	:::	::	\$2,500	: H	\$1,300	\$1,300	\$1,300	± 25	\$1,100 813	\$1,100 \$1	\$1,100	₩	855 <b>\$</b>	855 879	855	47	\$713	\$760	\$749	::	::	-::	::	::
T	18,215	64	:	ľ	1,300	1,300	1,300	9	813 1	1,100	906	7	964	879	841	47	713	260	749	:		:	:	   :
258. Belleville, Ill M		• •	2,000	۳:	1,300	1,300	1,300	4 H	7000 0000	1,100	950	νη	600 I 550	1,050	760	22.2	550 350	550 650	550	::	::	::	::	::
T	18,120	67		۳	1,300	1,300	1,300	ν.	1 009	1,100	880	9	550 I	1,050	725	54	350	650	458	:	:	:	:	:
259. Alameda, Calif.M		::	2,100	H :	1,925	1,925	1,925	N. 1-	935 I 935 I	1,210 1	1,100	· · ·	880 I	1,375	1,293	. 6	715	847	785	::	::	::	::	::
T	18,054	6	:	H	1,925	1,925	1,925	12	935 I	1,265 1	1,063	9	880 I	1,375	1,293	70	715	847	785	:	:	:	:	:
260. Danville, IllM	::	::	2,000	۲ :	1,250	1,250	1,250	63	630	720	675	ω4	675	875	767	52:	360	495	416	::	::	::	::	::
T	17,749	7.1		H	1,250	1,250	1,250	0	009	945	712	7	99	875	750	52	360	495	416	:	.:	:	i	 
261. Columbus, Ga. M		::	(a)	<b>#</b> :	1,200	1,200	1,200	H 4	315	1,000 540	1,000	3 I,	,200 900	1,200 1	1,200	34	500	540	515	::	::	::	::	::
T	17,707	53	:	H	1,200	1,200	1,200		315 1	1,000	587	4	1 000	1,200 1	1,125	34	500	540	515	:	:	:	:	 
262. Portsmouth,Va.M		::	(a)	н:	1,200	1,200	1,200	: 0			625	1 I,	750	050	850	33	250	550	400	::	::	::!	::	::
T	17,628	40	1	Ħ	1,200	1,200	1,200	7	009	650	625	3	750 I	1,000	006	33	250	550	409	:	:	:	:	:
263. Marinette, Wis. M		::	1,750	Η:	1,000	1,000	1,000	0 9	585 540	675 630	630	19	585 540	585 630	585 578	46	360	540	422	: : .	. 9	\$405	\$450\$428	428
T	17,596	69	:	H	1,000	1,000	1,000	∞	540	675	809	-	540	630	579	94	360	540	422	:	9	405	450	428
264. El Paso, TexM F	:::	::	(a)	۳:	1,350	1,350	1,350	8/0	850 850	000	883	н 9	810 950 I	810	810	55.3	450 575	500 825	467 .	. \$825	. 6	500	675	588
I	17,577	83	:	Ħ	1,350	1,350	1,350	6	850	000	883	7	810	1,100	994	58	450	825	712	1 825	6	500	675	588
													-	-										1

TABLE I-Continued

City   Popular   Stand   Sta	High Schools			ELEM	ELEMENTARY	Y SCHOOLS	STO			KIN	KINDERGARTENS	ARTE	S
1993   Others   Supt.   No.   Min.   Max.   Av.   No.   Min.   Max.   Av.   No.   Min.   Max.   Av.   No.   Min.   Max.   Av.   Min.   Max.   Min.   Max.   Min.   eachers		Prin	cipals	_		Teachers	s	<u>  iä</u> 	Directors		Teachers	ers	
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	SN.		Yea	Yearly Salary			Yearly	Yearly Salary	.0	Yearly		Yearl	Yearly Salary
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	Min. Max.	1	Min.	Max.	Av.		Min.   M	Max. A	Av. Z	Salary		Min.	Min. Max. Av.
17,547   102	(a) (a) (a) (b) (a)		Ē	<u>@@</u>	(g) (g)	(a)	(a) (a)	(g)	(a) (a)	::	::	::	
17,499   85   11   1,400   1,400   4   600   850   775   647   12   525   72	12 \$ 600 \$ 765	999		\$ 765	629	71	\$315	\$450	\$400	i	:	1:	:   :
17,499	9 500			525	525	. 26:	300	200.	404	: :	::	::	- : : - : :
1,1350   1	b13 500			525	525	36	300	500	404	:	:	:	
17,436   58     1   1,350   1,350   1,350   64   675   850   741   4   765   765   772   720	4 675	•		. %	833	: 4	360	630		::	::	::	::
17,276   56     1   720   720   720     2   405   405   705     5   360     17,276   56     1   720   1,200   1,	64 675	741 4	765	86	833	44	360	630	491	:	:	:	
17,276   56	2 405 405	405	360	950	614	: 4	270	675	351	: :	::	::	::
1,200   1,200   1,200   1,200   4   585   810   754   2   900     1,008   73     1   1,200   1,200   1,200   8   585   810   692   5   540     1,008   73     1   1,200   1,200   1,200   8   585   810   692   5   540     1,008   1,009   1,009   1,009   1,009   1,009   1,009     1,009   1,009   1,009   1,009   1,009   1,009     1,009   1,009   1,009   1,009   1,009     1,009   1,009   1,009   1,009     1,009   1,009   1,009   1,009     1,009   1,009   1,009     1,009   1,009   1,009     1,009   1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009   1,009     1,009	2 405			950	614	47	270	675	351	:	:	:	:
17,068   73     1   1,200   1,200   8   585   810   692   5   540   692	4 585 585			900	900	:%	395	495	470	::	. :	::	-::
1,800     1,800     1,800     3,1013     1,125     1,050     1     83       16,922     45     1,1800     1,800     1,800     4,720     1,125     969     4     653       16,823     27     1,800     1,800     1,800     1,800     1,125     969     4     653       16,823     27     1,800     1,800     1,800     1,800     1,800     1,800     1,800       16,823     27     1,2300     2,300     2,300     2,300     4     1,050     1,450     1,4450<	8 585			006	693	56	395	495	470	:	:	:	·   :
16,922     45      1     1,800     1,800     1,800     1,800     4     633       16,823     27      2,900     1     2,300     2,300     2,300     2,300     4     1,050     1,050     1,040     1,050       16,823            4     520               4     520	3 1,013 1,125 1 720 720			810 675	810 660	31	450	675	512	: :	•		
16,823       27       2,000       1       2,300       2,300       2,300       2,300       4       520              6       860       1,450       1,313       7       900              6       860       1,500       904       2       800	4 720			810	869	31	450	675	512	:	H	%.	810 810
16,823     27           4 520        2,900     1 2,300     2,300     4 1,050     1,450     1,313     7 900           6 800     1,500     904     2 800				800	640 800	. 2	240	. 004	316	::	::	::	::
2,900 I 2,300 2,300 4 I,050 I,050 904 2 800 6		4		800	089	22	240	400	316	:	:	:	
	4 1,050 1,450 6 800 1,000			1,400 1	1,250	80	550	550	550	: :	: "	. 4	520 493
T 16,789 108 I 2,300 2,300 10 800 1,450 1,068 9 800 1,40	10 800 1,450			1,400	1,172	81	250	700	492	:	(4)	440	520 493
a Not reported. b Including 1 assistant principal at \$775.	r assistant principal at \$77.	.5.				° Inc	luding	c Including I assistant principal at \$850.	ant pri	incipal	**************************************		

b Including I assistant principal at \$775.

TABLE I-Continued

		alary	Av.	3\$350\$400\$383	383	::	:		563	563	.: 460	460	::	:	695	695	::	:	
ENS	Teachers	Yearly Salary	Min. Max.	. \$40	904	::	:		: 00	9		460	::	. :	. 8	800	::	:	
GART	Tea	Yea	Min	\$350	350	: :	:		525	525		460	::	:	450	450	::	:	
KINDERGARTENS		2	į		3	::	:		:0	9		3	::	:	: 0	oī	::	: .	
Kıx	Directors	Yearly	Salary	::	:	: :	:		: :	i	: :	:	: :	÷	: :	:	: :	:	
	۱ä	.0	N			4.8	:			7		:	::	:	0 4				
		lary	Av.	\$425	425	424	3 418		567	567	800	542	<u>6</u> 6	<u>@</u>	700	675	735	735	
	Teachers	Yearly Salary	Max.	009.\$	9	563 540	563			650	800	800	1,450	1,450	8 8	900		770	
SCHOOLS	Teac	Ye	Min.	\$300	300	360	270		475	475	800	500	340	340	600	450	704	404	
		2	:	53	453	78	84		 51	51	1 45	46	33	( <i>p</i> )	68	70		65	
ELEMENTARY		ry	Av.	\$ 650	650	863 675	778		850 817	830	1,200	1,200	( <del>9</del> )	( <i>q</i> )	1,500	1,140	1,304	1,307	
EL	Principals	Yearly Salary	Max.	\$1,000	1,000	950	950		850 850	850	1,200	1,200	(9)	( <i>p</i> )	1,500	1,500	1,800	1,800	
	Prin	. Yea	Min.	\$ 500	500	810 675	675		850 750	750	1,200	1,200	<u>@@</u>	( <i>q</i> )	1,500	1,000	1,100	1,100	
		2	:	: 6	6	5.0	II		9 10	S	: "	H	<u>@@</u>	(P)	н 4	2	ног	8	
		ħ.	Av.	\$1,067	294	824	181		1,250	892	1,175	836	<u>(9)</u>	(b)	867 820	831	1,241	1.222	
	Teachers	Yearly Salary	Max.	\$1,300 \$	1,300	900 810	006		1,300	1,300	1,175	1,175	<u> </u>	(g)	88	86	1,320	1.320	
S	Tea	Yea	Min.	\$ 900	500	765 675	675		1,200	70	1,175	700	<u> </u>	(g)	800	700	1,210	1,210	
CHOO		ž		200	II	5	11		4.0	6	0 N	7	(g)	<u>@</u>	10	13	7	18	
HIGH SCHOOLS		ry	Av.	\$1,800	1,800	1,200	1,200		2,000	2,000	1,600	1,600	(g) ::	(g)	1,800	1,800	2,000	2,000	
_	Principals	Yearly Salary	Max.	\$i,800 \$i,800	1,800	1,200	1,200		2,000	2,000	1,600	1,600	( <i>b</i> )	( <i>q</i> )	1,800	1,800	2,000	2 000	
	Prin	Yea	Min.	\$1,800	1,800	1,200	1,200		2,000	2,000	1,600	1,600	(6)	( <i>p</i> )	1,800	1,800	2,000	2,000	
		Z		A :	I	н :	н	ble	н :	г	:	н	(b)	<u>@</u>	: "	-	н:	-	
1	Salary	ot Supt.		\$2,200	:	1,800	:	obtaina ble	3,800	:	2,700	::	(b) 	:	(b) 	:	2,400	:	
	Teach- ers and			::	92	: :	108	No data	::	7.5	::	63	·: :	( <i>q</i> )	::	108	::	102	
	Popula-	1903	_	: :	16,743	: :	16,739	16,655	: : !	16,599	:::	16,549	:::	16,531		16,418	: :	16,400	
	Cirry			273. Lockport, N.YM	Т	274. Ogden, UtahM	Т	275. Biddeford, Me	276. PlainfieldM	T	277. Union, N. JM	T	278. Danbury, Conn.M	T.	279. New RochelleM N. Y	T	280. Berkeley, CalifM	T	

a Not including 11 probationary teachers at \$150 per year and \$0.75 per day additional when in charge of room and classes, b Not reported.

TABLE I-Continued

		No. of				H	Нісн Ѕсноогѕ	HOOL	s					ELE	ELEMENTARY SCHOOLS	ty Sch	STOC			Κı	NDE	Kindergartens	ENS	
		Teach- ers and	Yearly Salary		Princ	Principals	_		Teachers	hers			Princ	Principals			Teachers	STS		Directors		Tea	Teachers	
CITY	1903	Super-		-	Year	Yearly Salary		-	Year	Yearly Salary	İ	-	Year	Yearly Salary			Year	Yearly Salary		o Yearly	ž		Yearly Salary	alary
···•		Officers			Min.	Max.	Av.	No.	Min.	Max.	Av.		Min.	Мах.	Av.		Min. 1	Max.	Ay. 2				Min. Max. Av.	Av.
281. Elkhart, IndM	::	::	\$1,900	H :	\$1,420	\$1,420 \$1,420	1,420	4 2	\$ 650 \$	\$ 785	\$ 724	- W N	\$ 560	650	\$ 697	184	\$495	\$495	\$495.			::	::	_ : : <u> </u>
H	16,330	89	:	H	1,420	1,420	1,420	6	630	785	702	000	515	og.	615	40	360	515	476.	:-		<u>:</u>	:	:
282. Atchison, Kans. M	::	::	1,500	н:	00 :	00 :	00 :	: 10	585	585	585	3	585 585	585 585	585 585	33	360 315	360 495	360.	: :	::	::	::	::
T	16,250	44.	:	H	8	86	8		585	585	585	4	585	585	585	34	315	495	408	:	:	:	:	:
283. ParkersburgM W. Va.			2,100	٠: ۳	855	1,140	866	нх	815 675	815 815	815	04	530	855	609	54	380 340	475	421. 419.	::	::	::	_: :	::
T	16,193	8	:	10	855	1,140	866	.9	675	815	737	o i	475	855	663	59	340	530	419	:		:	:	:
284. Pottsville, PaM	: :	::	1,800	н:	1,700	1,700	1,700	0 0	1,100	1,250 850	1,175	40	800	1,250	1,075	: 4	300	550	418	::		::	_ ; ; ]	::
I	16,187	8	i	-	1,700	1,700	1,700	4	700	1,250	975	e e	430	1,250	702	44	300	550	418	:	:	:	:	:
285. Michigan City M Ind.	::	::	2,100	н:	1,200	1,200	1,200	6.4	675 540	1,200	850 653	:10			521	1 50	765 430	765 530	765.	::		7 \$465	\$540	\$465 \$540 \$529
T	16,01	72	:	н	1,200	1,200	1,200	l N	540	1,200	171	100	487	555	521	51	430	765	487	:		7 465	540	529
286. Appleton, Wis M	: :	; ;	000	٠:	1,200	1,800	1,500	40	360	1,125	916	٠:	1,000	1,300	1,150	46	495 270	540	548 .	::	. 14	315	495	418
T	16,051	98	:	8	1,200	1,800	1,500	a13	360	1,125	189	~	1,000	1,300	1,150	648	270	009	418	:	14	4 315	495	418
287. Fond du LacM Wis.	: :	::	1,500	• н	I,300	1,300	1,300	60	700	850	767	19	800	800	800	39	375	500	428	: :	15	180	425	302
T	16,037	79	÷	H	1,300	1,300	1,300	612	650	850	708	7	425	800	621	39	375	200	428	:	15	2 180	425	302
288 Ann Arbor M Mich. F			2,400	۳:	1,800	1,800	1,800	12	750	800	1,379	:∞	500		575	39	325	500 :	446	::	::	::	::	::
T	16,033	72	:	H	1.800	1,800	1,800	61	550	1,700	939	∞	200	625	575	39	325	200	446	<u>:</u>	<u>:</u>	<u>:</u>	:	:
a Including 1 assistant principal at \$1,125.	sistant pri	incipal a	at \$1,125.		q	Includ	ing 2	assist	ant pri	ncipals	at \$5.	40 an	99\$ p	), avera	b Including 2 assistant principals at \$540 and \$600, average \$570.		ρ.	c Including I assistant principal at \$850.	g I as	sistant	Dring	e ledi	*	ç

a Including 1 assistant principal at \$1,125.

b Including 2 assistant principals at \$540 and \$600, average \$570.

TABLE I-Continued

			1				Ī	Нісн Ѕсноогѕ	CHOOL						ELE	ELEMENTARY SCHOOLS	IV SCH	STOC			1	KINDERGARTENS	RGAR	ENS	
CITY	Popula-	a. Teach- ers and		Salary		Prin	Principals			Teachers	hers			Princ	Principals			Teachers	ers		Directors	ırs	Tea	Teachers	
	1903				2	Yea	Yearly Salary	ry	!	Year	Yearly Salary			Year	Yearly Salary	y		Year	Yearly Salary		o Year		1-	Yearly Salary	alary
		OHIC	- 1			Min.	Max.	Av.		Min.	Мах.	Av.		Min.	Max.	Av.	-	Min.	Max.	Av.	Z Salary	ry No.		Min. Max. Av.	Av.
289. Ashevillel	FK		::	\$I,600	H :	\$1,100	\$1,100	\$1,100	н с	450	\$ 450	\$ 450 444	ω n	\$ 550	\$ 000	\$ 667	34:	\$225	\$450	\$354	-::		::	::	
	T 16,032		48	i	H	1,100	1,100	1,100	4	405	500	446	12	378	006	576	34	225	450	354	   :		:	<u> </u> :	<u> </u>
290. Jackson, Tenn	15,852		Vo data obtaina ble	taina	əle		•														-,				
291. Bradford, PaM	¥#		::	2,500	н :	1,450	1,450	1,450	40	700	1,000	780 689	0.4	765	950	858 621	46	360	500.	434	::	- :	::	::	::
	T 15,803		19	:	Ħ	1,450	1,450	1,450	OI	650	1,000	726	9	909	950	700	46	360	200	434	:		:	[ :	<u> </u>
292. JacksonvilleM Ill.	F		::	1,600	н:	1,200	1,200	1,200	63	675 675	720	690	нх	675	675 675	675		450	585	495	::	::	::	::	::
	T 15,720		89	:	н	1,200	1,200	1,200	0	675	720	089	9	630	675	899	47	450	585	495	   :		:	1	:
293. Sedalia, MoM	₩ 		::	2,200	H:	1,260	1,260	1,260	νĸ	540 505	810 585	657 543	т 2	675 428	675 675	675 564	:84	248	450	361	::	-:-	::	::	::
	T 15,579		89	:	H	1,260	1,260	1,260	×	505	810	614	-	428	675	578	48	248	450	361	:	:	:	:	<u> </u> :
294. Montclair,N.JM	FM			4,000	(g)	: :	: :	: :	164	1,200	1,650	1,488	0.4	1,700	1,700	1,700	: %	550	: 0	654	::	::	. \$40	15\$400\$700	\$570
	T 15,555		92	:	:	:	÷	:	9	200	1,650	1,073	9	700	1,700	1,208	50	550	000	654	:	- I	15 400	700	570
295. Rome, N. YM			::	2,000	H :	1,700	1,700	1,700	нх	700	700	700 585	т 9	1,000	1,000	1,000	33	300:	50.	419	-::	::	::	::	::
	T 15,448		84	:	н	1,700	1,700	1,700	9	525	700	604	7	450	1,000	579	33	300	200	419	:	:	:	:	:
296. Alton, Ill M	F.		::	006,1	۲ :	1,500	1,500	1,500	<i>w w</i>	750	0006	867	ĸπ	700	1,200	860 583	39	. 604	: 00	481	::	::	::	::	::
	T 15,386		57	:	н	1,500	1,500	1,500	99	750	1,100	850	∞	525	1,200	756	39	400	009	481	[   :	:	:	<u> </u>	:
									····																
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	_	_	

a Superintendent also principal of high school, b Including I assistant

b Including 1 assistant principal at \$1,100.

TABLE 1—Continued

	,		,		1														
		alary	Av.	::			::	:	<u>::</u>	<u> </u>	::	1	<u>::</u>	:	::	:	::	:	
ENS	hers	Yearly Salary	Min. Max. Av.	::	:			:	::	:	::	:		:	::	:	::	:	
SART	Teachers	Yea	Min.	: :	:		: :	:	::	:	::	:	: :	:	::	:	: :		
KINDERGARTENS		2	9	::	:		::	:	::	:	::	:	::	:	:::	:	::	:	
Kin	Directors	Yearly	Salary	::	1		::	:	::	:	::	:	: :	:	: :	:	: :	:	
	ļä	••		: :	:		::	:	::	:	: :	:	:::	: 1	::	:	::	:	
		ary	Av.	\$454	454		(a)	(a)	405	432	454	454	378	378	389	389	378	378	
	hers	Yearly Salary	Max.	\$650	650		425	425	405	495	495	495	450	450	450	450	450	450	
HOOLS	Teachers	Yez	Min.	\$400	400		383	383	315	315	450	450	300	300	360	360	315	315	
RY SCI		2		. 8	43		(a)	(g)	46	47	. 2	, 25	33:	30	34:	34	35.	35	
ELEMENTARY SCHOOLS		y	Av.	\$800 592	621		510	SIO	638 540	624	612	612	492	492	527	527	585	585	
ELE	Principals	Yearly Salary	Max.	\$800	800		510	510	855	855	655	655	. 00 . 00 . 00	200	630	630	585	585	
	Princ	Year	Min.	\$800 550	550		510	510	495 540	495	595	595	450	450		428	585	585	
		2	-	9	1		: 10	10	9 1	7	: ^	1	: 0	10	: 1	7	т:	1 80	
			Av.	\$1,000	863		425	425	743 630	899	540	540	775	742	720	709	720	720	
	Teachers	Yearly Salary	Max.	\$1,000	1,000		425	425	765	765	540	540	900	906	720	750	720	720	
S,	Teac	Year	Min.	\$1,000 800	800		425	425	720 585	585	540	540	650	650	720	675	720	720	
ноог		!	_	3 1	4		(g):	(a)	0.4	9	: ^	7	4	9	н 4	S.	н:	H	
Нісн Ѕсноогѕ			Av.	009,1	1,600		1,000	1,000	1,200	1,200	: 666	066	1,800	1,800	1,500	1,500	765	292	
Ŧ	Principals	Yearly Salary	Max.	\$1,600 \$1,600	1,600		1,000	1,000	1,200	1,200	. 666	066	1,800	1,800	1,500	1,500	765	292	
	Prin	Yea	Min.	\$1,600	1,600	-	1,000	1,000	1,200	1,200	066	066	1,800	1,800	1,500	1,500	765	765	
		2		н :	7	əle	н.	н	H :	I	: "	H	۲:	н	н:	н	н:	H	
Veculus	Salary			\$2,200	i	dat a obtaina ble	2,100	:	2,000	:	1,800	:	1,800	:	1,850	i	1,500	i	
	Feach- ers and			::	38	No data	::	26	::	63	::	43	::	48	::	49	::	42	
	Popula-	1903		::	15,287	15,272 N	: :	15,079	::	15,053	::	15,034	::	15,033		14,966	: :	14,942	
	<u>~</u>		_	ΜĦ	H		ÄŦ	H	ÄΗ		ÄΗ	F	ΣΉ	F	ÄH	F	¥≞	Ή	
	Стт			997. MiddletownM N. Y.	-	198. Vicksburg, Miss	299. MeridianM Miss. F		300. Hazleton, PaM		301. Waterloo, IaM		302. OgdensburgM N. Y.		303. Kankakee, IllM		304. Plymouth, PaM		

a Not reported.

TABLE I-Continued

		No. of	Venelu			-	Нісн Ѕсноогѕ	СНОО	S					ELE	ELEMENTARY		SCHOOLS			×	KINDERGARTENS	GART	ENS	
. CITY	Popula- tion	Teach- ers and	Salary		Prin	Principals			Tea	Teachers			Principals	ipals			Teachers	ers		Directors	ıs	Tea	Teachers	
	1903	vising	Supt.	2	Yea	Yearly Salary	ŗ,	2	Yea	Yearly Salary			Year	Yearly Salary			Year	Yearly Salary				I	Yearly Salary	lary
		Omcers		-	Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.	<u> </u>	Min.	Max.	۸۲.	Z Salary	y No.	انت	Min. Max. Av.	Av.
305. Cranston, R. L.M	: :	::	\$1,600	H :	\$1,500	\$1,500	\$1,500	w w	\$1,000	\$1,050 1,050	\$1,017	4 01	\$ 927	\$1,075	\$1,013	: 4	\$312	\$585	\$445	191		4\$351\$429\$400	\$429	\$400
T	14,915	70	:	н	1,500	1,500	1,500	9	700	1,050	942	7	429	1075	652	9	312	585	445	:		4 35I	429	400
306. Streator, IllM		::	2,000	۳:	2,000	2,000	2,000	69	900	1,200 800	1,033	: 6	470	720	588		360	675	506	::	-::	::	::	::
T	14,880	63		H	2,000	2,000	2,000	6	720	1,200	869	6	470	720	588	41	360	675	206	:	:	:	:	:
307. Marietta, OM	: :	::	2,000	<b>H</b> :	1,200	1,200	1,200	H 4	1,000	1,000	700	4 0	950	1,000	988	. S	30.	. 009	466	::	::	::	::	::
T	14,872	2	:	н	1,200	1,200	1,200	<i>a</i> 5	700	1,000	200	9	009	1,000	875	51	300	009	466	:	:	<u> </u>	]:	:
308, Muscatine, IaM	: :	::	1,800	<b>H</b> :	1,200	1,200	1,200	0.0	900	650	625	0 0	700	8 8	800		300	500	453	-::	::	<u>::</u>	::	::
T	14,859	74	:	н	1,200	1,200	1,200	∞	009	650	909	∞	450	8	694	54	300	500	453	:	:	<u> </u> :	:	:
309. CheyenneM Wyo. F		::	2,000	۳:	1,200	1,200	1,200	. "	740	740	740	: 4	740		752	. 12		694	648	- : :	::	::	::	::
Ŧ	14,807	36	-	н	1,200	1,200	1,200	~	740	740	740	4	740	786	752	. 25	100	694	648	:	:	:	:	:
310. Keokuk, IaM		::	1,555	۳ :	1,330	1,330	1,330	: 1	630	855	765	н 2	1,155 810	1,155 810	1,155 810	: 84	315	630	464		::	<u> </u>	::	:
T	1,4803	64	:	. н	1,330	1,330	1,330	7	630	855	765	9	810	1,155	898	84	315	630	464		:	:	:	:
311. Beverly, MassM	: :	::	2,200	٦:	2,000	2,000	2,000	12	1,000	800	1,333	ног	900	9 %	625	. 52	350	500.	486	::	::	- : :	::	::
H	14,802	87	:	н	2,000	2,000	2,000	15	400	1,500	260	II	904	8	623	54	350	200	486	:	:	<u>l</u>	:	:
312. WatervlietM N. Y.		1:	1,500	۳ :	1,000	1,000	1,000	::	::	::	::	1 2	000	9 9	000	36:	450	480	456	: : -: :	•	. 4 . 100	450	363
,	14,726	20	:	<b>H</b>	1,000	1,000	1,000	:	:	:	:	9	009	009	009	36	450	480	456	:		00 I	450	363
				I														-		•			-	

a Including 1 assistant principal at \$1,000.

TABLE I-Continued

		lary	۸۲.	6425	500 \$425	::	:	::	:	::	:	::	:	: :	:			-		
SNS	hers	Yearly Salary	Min. Max. Av.	\$500€	500	::	:	: : i	:	::	÷	::	:	::	:				-	
SARTE	Teachers	Year	Min.	5\$400\$500\$425	400	::	:	::	:	::	:	::	:	::	:					
KINDERGARTENS		ž		: 30	N.	::	:	::	:	::	:	::	:	::	:					
Kın	Directors	Yearly	Salary	: :	:	: :	:	::	i	: :	:	::	i	: :	i					
	Ö	••	N	::	:	386		ī	311	463	463	400	400	463	463					
		lary	Av.	\$389	389		386	311												
	Teachers	Yearly Salary	Мах.	\$475	475	450	450	405	405	. 000	009	500	500	.000	900					
SCHOOLS	Теас	Ye	Min.	\$250	250	350	350	252	252	450	450	300	300	350	350					
		2		51	51	45	42	29	29	: 4	44	20	29	. 4	43					
ELEMENTARY		y	Av.	\$ 565	565	617	617	630	461	6	:	1,350 533	738	925	825			2		
ELE	Principals	Yearly Salary	Max.	\$ 650	650		650	630	630	::	i	1,500	1,500	1,100	1,100					
	Princ	Year	Min.	\$ 500	200	. 009	009	630	324		:	1,200	425	750	700					
		- 5		: 10	S	: "	3	н 4	7.	::	:	0.0	∞	0.4	9					_
			Av.	\$ 800	615	800 444	515	630	409	1,000	770	001,1	807	900	770		•			
	hers	Yearly Salary	Max.	\$ 800 \$	800	800	800	630	630	000,	1,000	1,100	1,100	800	1,000					
s,	Teachers	Year	Min.	\$ 800	350	800	425	630	270	1,000	550	059	650	800	9					_
H001		- (1		6	្ន	н 4	<i>a</i> 5	0 ru	7	н 4	30	9 70	7	9 %	22		-			_
Нісн Ѕсноогѕ			Av.	\$1,025	1,025	I,000	1,000	1,080	1,080	1,600	1,600	2,000	2,000	1,400	1,400					
Ξ	Principals	Yearly Salary	Max.	\$1,150	1,150	1,000	1,000	1,080	1,080	1,600	1,600	2,000	2,000	1,400	1,400					
	Princ	Year	Min.	<b>⊗</b> 000 :	8	I,000	1,000	1,080	1,080	1,600	1,600	2,000	2,000	1,400	1,400				,	
		- 5	-	~ :	8	H :	Н	н:	н	<b>H</b> :	I	н:	н	<b>n</b> :	I	ple	ple			_
-	Salary	of Supt.		\$1,800	1	1,200	i	1,400	:	2,000	:	1,200	i	2,100	i	No dat a obtaina ble	No dat a obtaina ble			
	Teach-			::	94	::	52	<del>-::</del> :	44	::	53	::	53	::	9	o dat a	o dat a			
	.a ⊢ ₽	w := (	5_	::	56,	-::	99	::	558	::	539	::	537	::	637	632 N	585 N			
	Popula-	1903		i	14,695		14,660		14,658	::	14,639		14,637		14,637	14,632	14,585			
				M	T		Н	IM	H	 F	T	ortM	T	le M	T	n, Md.	ı, Va			
	, ALL		-	nistee Iich.		idgeton. I. J.		. Carme		inton Aass.		wburyp Jass.		eubenvil ).		319. Hagerstown, Md.	exandria			
				313. ManisteeM Mich. F		314. Bridgeton		.315. Mt. CarmelM Pa. F		316. ClintonM Mass. F		317. NewburyportM Mass. F		318. SteubenvilleM O.		319. H	320. Alexandria, Va			

a Including I assistant principal at \$800.

TABLE I-Continued

							Нісн Ѕсноогѕ	CHOOL	6					ELE	ELEMENTARY	VY SCH	SCHOOLS				KINDERGARTENS	RGAR	TENS	
S. A. A.	Popula-	Teach- ers and	Š		Pri	Principals			Teachers	hers			Principals	pals			Teachers	ers		Directors	sic	Te	Teachers	s
	1903		of Supt.	5		Yearly Salary	ıry	- 5	Year	Yearly Salary			Year	Yearly Salary			Yea	Yearly Salary	-	o Year	2		Yearly Salary	Salary
		Officers			Min.	Max.	Av.		Min.	Max.	Av.		Min. 1	Max.	Av.	-	Min.	Max.	Av.	Z Salary		-	Min. Max.	Av.
321. Wilkinsburg,M Pa.	: : :	::	\$2,000	x	\$1,200	\$1,200	\$1,200	3.8	810 675	810 810	\$ 810	. ‰	: 00	: 06			\$450	\$675	\$580			::	<u> </u>	::
T	14,552	59	:	H	1,200	1,200	1,200	٦,	675	810	783	<sub>60</sub>	000	06	006	47	450	675	580.	:	:	:	:	:
322. Fort DodgeM Iowa.		::	2,000	н ·	1,400	1,400	1,400	19	720	720	720	: 4	495	585	540	38:	373	518	441	::	<del></del>	: i ::	<u>::</u>	<u> </u>
1	14,539	53	Ë	н	1,400	1,400	1,400	7	540	720	624	4	495	585	540	38	373	518	441	:	·   :	:	:	:
323. Woburn, Mass M	bed fv.	::	(a)	н ;	2,000	2,000	2,000	н 6	5005	1,100	1,100	103	800 1	1,400	1,067	46	300	550	498	::	::	-::	<u>:</u> :	::
1	14,482	73		H	2,000	2,000	2,000	bro	200	1,100	730	13	513	1,400	169	46	300	550	498	:		:	:	:
324. Melrose, Mass.M F		::	2,200	<b>H</b> :	2,100	2,100	2,100	20	575	1,200	960	9.60	7007	1,300	1,250	52	. 004	: 00	523	::		8	\$47	\$475 \$406
Т	14,294	89	:	H	2,100	2,100	2,100	14	550	1,200	827	, rv	700	1,300	1,040	57	9	009	523	:	   :	8 300	0 475	406
325. Hammond,Ind.M		::	2,000	н:	1,000	ı,000	1,000	нγ	570	570	570 656	: 50	618	627		37.2	570 428	603	587.	::		12 190	523	362
Т	14,258	89	:	H	1,000	1,000	1,000	9	570	713	641	א	819	627	623	39	428	603	504	:		12 190	0 523	3 362
326. Carbondale,Pa.M	) : : : : : : : : : : : : : : : : : : :	::	1,500	н:	1,500	1,500	1,500	44	200	650	588	4.0	650 450	700	675 536	1 T	650 350	650 550	650 .			::	::	::
Т	14,250	19	:	H	1,500	1,500	1,500	. ∞	200	1,000	889	6	450	78	267	42	350	650	442	:		:	:	<u> </u>
327. Ashtabula, OM		::	1,500	: +	. 00	: 00	: 00	не	720	720	588	4 4	650 450	750	007 88 88	1 6	284 480	420	395	::		::	::	::
Т	14,182	45	:	H	90	96	900	4	565	720	621	9	450	750	559	30	284	499	396.	:	:	:	:	:
328. Freeport, IllM		::	2,000	н :	1,100	1,100	1,100	62	750	750 850	750	: 10	9	750	720	38	350	. 2003	440	::		::	::	::
T	14,179	55	:	н	1,100	1,100	1,100	∞	0009	850	738	ιγ	009	750	720	38	350	200	440	:	:	:	:	:
a Not reported						h	Including		r assistant	princi	principal at	\$1 TO												

a Not reported.

b Including I assistant principal at \$1,100.

TABLE I-Continued

Popula- reach-									-	۴.	-										-	
	Salary	_	Prin	Principals			Teachers	ers			Principals	als			Teachers	irs		Directors	rs ×		Teachers	
	Supt	;		Yearly Salary		-	Yearl	Yearly Salary	İ	- 2	Yearly	Yearly Salary		- 2	Yearl	Yearly Salary		o Yearly	l V		Yearly Salary	alary
Officers		ė Z	Min.	Max.	Av.		Min.	Max.	Av.		Min. M	Max. A	Av.		Min.	Max.	Av.		_		Min. Max. Av.	Av.
	\$1,650	H :	006 :	006 · ·	00 : 9	<del> </del>	720 \$	720 \$	5 720 *	.::				30 8	\$405	\$450	\$428.	-::			: :	::
14,170 47	i	H	8	8	8	2	675	720	869	·   :			:	43	405	630	454	:	:	:	:	:
	2,500	# :	2,000	2,000	2,000	103	750 1	1,300	950	4 \$1,	\$1,000 \$1,	\$1,400 \$1	\$1,300	33	400	500	464	::		<u>;</u> ;;	::	::
14,159 54		-	2,000	2,000	2,000	a13	650	1,300	738	4 I,0			,300	33	400	200	464					:
14,123 No dat	a obtains	ple																				
		•	1,200	1,200	1,200	<u> </u>	625	825	<u> </u>	•				(9)	300	450	(9)				\$400	<u>©</u> :
14,093 73	-0	<u> </u>	1,200	1,200	1,200	(9)	900	850	( <i>q</i> )		425	) 009		(9)	300	450	(g)					(P)
			::	::		: 8	540	540	540	::			: :	. or	450	495	476			,		::
14,062 22			i	i	:	1 7	540	540	540	:			:	19	450	495	476					1
::		H :	1,200	1,200	1,200	m∞	665	713	697	<u> 4</u>		760	760	643	475	570	530					(b):
14,010 69		-	1,200	1,200	1,200	1	618	260	674	9	999	260	269	643	475	570	530					(b)
::		# :	1,700	1,700	1,700	H 12			,000,1				? ; ;	.: f49	360	540	482				1	::
13,963 60			1,700	1,700	1,700	~	675 1	000,1	738 (			:		140	360	540	482	:				:
		: :	::	::	: -:	: 60	750	750	750		•	. 00 .	700	: 4	550	: 00	565	::				::
13,946 . 58		. :	:	:	:	8	750	750	750	10		700	200	4	550	900	565	:				:
princips	al at \$1,3	9.5	b Not	report	ed.	A Ir	ine pri	in el	ementa	ry tea	chers.	- 2	_	/ Inclu	ding o	princi	pals,	8 of w	hom	receiv	le \$o	and
IN G TO TO TO THE TO A LIE IN THE	3 No dai 3 No dai 4 No dai 5 No dai 6 N	3 No data obtains 3 1,900  1,900  1,8	4			1,200 1,700 1,700	1,200 2,000 2,000 dI 1,200 1,200 1,200 (b) 1,200 1,200 1,200 (b) 1,200 1,200 1,200 1,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,70	1,200 2,000 2,000 dI 1,200 1,200 1,200 (b) 1,200 1,200 1,200 (b) 1,200 1,200 1,200 1,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,70	1,200 2,000 2,000 dI 1,200 1,200 1,200 (b) 1,200 1,200 1,200 (b) 1,200 1,200 1,200 1,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,70	1,200 2,000 2,000 dI 1,200 1,200 1,200 (b) 1,200 1,200 1,200 (b) 1,200 1,200 1,200 1,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,200 I,70	1,200 1,200 1,200 (b) 655 859 (b) (b) (i) 1,200 1,200 1,200 (b) 650 855 (b) (b) (b) (i) 1,200 1,200 1,200 (b) 650 859 (b) (b) (b) 1,200 1,200 1,200 (b) 650 850 (b) (b) (b) 1,200 1,200 1,200 8 678 750 657 4 6 1,700 1,70	1,200 1,200 1,200 (d) 625 850 (b) (b) 445 1,000 1,100 1,200 1,200 (b) 600 850 (b) (b) 445 1,100 1,200 1,200 (b) 600 850 (b) (b) 445 1,100 1,200	1,200 1,200 1,200 (1) 625 856 (b) (b) 1,300 1,400 1,400 1,200 (b) 600 825 (b) (b) (b) 425 600 1,200 1,200 (b) 600 850 (b) (b) 425 600 1,20	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200   1,200   1,200   1,200   1,200   1,200   1,200   1,300	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200   1,200   1,200   1,200   1,200   1,200   1,200   1,300	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   013   650   1,300   738   4   1,000   1,400   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,300   1,200	1,200   1,200   1,300   (b)   625   855   (b)   (b)   425   650   (b)   (b)   300   459   (b)   (b)   (c)   1,300   1,300   1,300   450   (b)   (b)   (b)   (b)   (c

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Popu	Ě		Vearly			THER SCHOOLS	CHOOL					•	LEMEN	TARY 3	ELEMENTARY SCHOOLS			×	INDER	KINDERGARTENS	SN
tion	n cuper		Salary	Ā	Principals	1		Teachers	ers		Ь	Principals	w		Tea	Teachers		Directors	-8	Teachers	Sers
1903	3 visi		Supt.	No.	Yearly Salary	lary		Yearl	Yearly Salary	-	Ž	Yearly Salary	alary	2	Ye	Yearly Salary	Γ	o Yearly		Year	Yearly Salary
	5_			Min.	Max.	Av.		Min.   M	Max.   A	Av.	Min.	Max.	· Av.	5	Min.	Max.	Av.	Z Salary	ģ	Min.	Min. Max. Av.
337. Raleigh, N. C 13,9	13,934 No	dat a of	data obtaina ble															_			
338. LeominsterM	::	::	\$2,000	1 \$1,600	I \$1,600 \$1,600 \$1,600	\$1,600	9 OI	2 \$1,000 \$1,050 \$1,025 10 360 750 560	,050 750		7 \$ 551	\$ 680	\$ 589	35:	\$320	\$551	\$443	<u> </u>	: ::	::	::
T 13,928	328	19	:	1,600	009'1	1,600	12	360 I,	1,050	638	7 55	551 680	589	35	320	551	443		-	1	:
339. Janesville, Wis.M	::	::	2,100	::	: :	::	20	630	% 000 010	738 670 (a)	:::	::		bsi	315	522	382	::	::	::	::
Т 13,890	390	71		:		:	41	630	8	694 (a)	::	*	:	bSI	315	522	382	:	:	:	:
340. Ishpeming, Mich. 13,8	373No 1	data of	13,873 No data obtaina ble	e e				0									****				1
341. Dunmore, Pa 13,8	13,864 No	dat a ol	o dat a obtaina ble	<del>ن</del>																	
342. Owensboro, Ky. M	::	-::	2,000	I I,200	1,200	1,200	0.4	675	765 675	720	6 405	405 675	608	37	383	383	383.	::	::	::	::
T 13,822	322	26	i	I 1,200	002,1	1,200	9	405	292	630	9	405 675	5 608	38	360	383	374	:	:	:	1:
343. Pottstown, Pa. M	::	::	1,500	r 1,000	000,1	1,000	75 H	700	850 750	750	::	: i	::	.892	350	500	464.	::	::	::	
T 13,819	819	72	:	1,000	000,1	1,000	9	700	850	750	:	:		64	350	200	383.	:	:	:	:
344. Helena, MontM	: :	::	3,000	2,000	2,000	2,000	43	900	999	930	1 1,000 6 885	35 900	000,1	34:	630	855	707	: : -: :		8 \$540 \$765 \$636	 \$765
T 13,770	270	65	:	1 2,000	2,000	2,000	Io	720	006	887	88	885 1000	906	34	630	855	707	:	00	540	765 636
		<del>,</del>														4					
		<del>,</del>													•						
					-:																

a Included in teachers.

b Including principals, number not reported, who receive \$1 per room per month in addition to regular salary as grade teachers.

c Including r assistant principal at \$850.

TABLE I-Continued

	Ì	lary	Av.	 \$425	425		: :	:		450	450	435	435	::	:				
SNS	ers	Yearly Salary	Мах.	5475	475		: :	:		500	500	465	465	::	:				
ARTE	Teachers	Year	Min. Max. Av.	3 \$400 \$475 \$425	904		::	:		350	350	428	428	::	:				
KINDERGARTENS		ž		: 2	6		::	:		00	3	: 10	N.		:		 ,		_
KIN	Directors	Yearly	Salary	::	:		::	i		::	:	::	:	::	:				
	i.		N				500:	:		:	:	427	:	::	320		 		_
		ry	Av.	\$471	471		. 30	500		700	417	. 4	427	320	320		•		
	ıers	Yearly Salary	Мах.	<b>\$</b>	009	-	. 00	009		500	700	465	465	468	468		_		
SCHOOLS	Teachers	Yea	Min.	\$350	350		418	418		350	350	380	380	252	252				į
ty Sch		2		: 4	42		64	49		1 4S	55	33.	35	36:	26		 -		_
ELEMENTARY		A	Av.		:		006 <b>\$</b>	80		1,000	850	482	482	382	473				
ELEI	ipals	Yearly Salary	Max.		:		006 <b>\$</b>	000		1,000	1,000	523	523	396	750	0	 <del></del>		
	Principals	Year	Min.	::	 		000 \$	906		1,000	200	451	45r	342	342				_
		2		-::	:		0 0	4		0 0	4	·:°	9	9 10	7		 		
			Av.	\$1,050	885			628	·	750	670	610 594	602	900	8		 - 1		-
	Teachers	Yearly Salary	Max.	\$1,200	1,200		725	725		750	750	665 641	999	8,8	8				
s,	Teac	Yea	Min.	\$1,000	825		500	200		750	909	570 570	570	900	450		 	-	
SCHOOLS		2		4 1	1.5		: 0	P		9 00	10	m m	9	00	I		 	,	_
HIGH Sc			Av.	\$1,500	1,500		1,800	1,800		1,300	1,300	950	950	1,600	1,600				_
-4	Principals	Yearly Salary	Max.	31,500	1,500		1,800	1,800		1,300	1,300	950	950	1,600	1,600			-	
	Prin	Yea	Min.	\$1,500 \$1,500	1,500		1,800	1,800		1,300	1,300	950	950	1,600	1,600			-	
		2		H :	H	ple	н:	н	ble	۳:	H	н:	н	н:	H	ble			_
	x early Salary	of Supt.		\$3,000	:	dat a obtaina ble	2,100	:	dat a obtaina ble	2,100	:	1,800	:	1,500		obtaina			
	Teach- ers and		- 1	::	64	No dat a	: :	89	No data	::	74	::	57	::	85	No dat a obtaina ble			
	Popula-			::	13,754	13,617		13,549	13,543		13,483	: :	13,475	: :	13,461	13,397	 -	-	
	I N			345. Ithaca, N. Y M	T	346. Kenosha, Wis	347. Marlboro, Mass M	F	348. Glens Falls, N. Y.	349. Chillicothe, O. M.	H	350. MenomineeM Mich. F	T	351. Auburn, MeM	H	352. Elwood, Ind			
			ļ	345.		346.	347.		348.	349.		350.		351.		352.			

TABLE I-Continued

		No. of				1	Нісн Ѕсноося	.H00	rs S					ELE	ELEMENTARY SCHOOLS	RY SCH	STOOL			X	Kindergärtens	RGÀ R'	LENS	
Ž.	Popula-	Teach- ers and	Yearly Salary		Prin	Principals			Teac	Teachers			Princ	Principals			Teachers	ers		Directors	-s	Tea	Teachers	
	1903			2	Yea	Yearly Salary		2	Yea	Yearly Salary		- 52	Year	Yearly Salary	'n		Year	Yearly Salary	۰.	Yearly	2		arly 9	Yearly Salary
		Omcers			Min.	Max.	Av.	; ;	Min.	Max.	Av.	-	Min.	Max.	Av.	:	Min.	Max.	Av. Z				. May	Min. Max. Av.
353. Ansonia, Conn.M	::	::	\$2,000		\$1,000	\$1,000	\$1,000	: 4	\$600	\$700	\$625	::	::	. : :	::	57	\$525		\$551	-::	(	-::	- : :	
T	13,383	65	i	H	1,000	1,000	1,000	4	909	700	625	:	:	i	i	57	525	99	551.		:	:	:	
354. Dover, N. HM	: :	::	1,600	н :	1,700	1,700	1,700	н 4	1,000	1,000	1,000	ei :	\$ 900	9 ooo	9 000	34	290	460	444	::		::	::	: :
T	13,333	43	:	н	1,700	1,700	1,700	<i>a</i> 5	550	1,000	089	8	900	900	900	34	290	460	444	:	<u>:</u>	:	:	:
355. Wausau, WisM		: :	2,000	H :	1,500	1,500	1,500	0.4	720 540	720	720	8,70	500	900	683 495	39	405 315	540 450	495.	: :		15:	. 6	\$90 \$450 \$241
Н	13,284	79	:	н	1,500	1,500	1,500	9	540	720	658		495	900	266	43	315	540	410	:	ļ	1.5	9	450 241
356. E. ProvidenceM R. I.	::	::	1,500	н:	1,500	1,500	1,500	0.4	760	760 608	760	н 9	1,200	1,200	1,200	\$6	304	495	401	::		::	::	
F .	13,254	73	:	1	1,500	1,500	1,500	9	532	92	633	7	464	1,200	649	56	304	495	401		   :		•	
357. Cairo, IllR	•	::	2,000	٠: ١	900	1,200	1,050	7	810 450	810 765	810 621	9.60	540	765	653	32	270	585	397			::	::	: : !
H	13,238	49	:	6	006	1,200	1,050	∞	450	810	644	v	473	765	299	32	270	585	397	:	:	:	:	<u> </u>
358. Pittston, Pa	13,231		No data obtaina ble	ble								-				-			-					
359. West Bay City. M Mich. F	: :	::	1,400	н :	8 :	90 :	% :	4 ν	550	909	575	н 4	550	550	550	46	30:	425	373	: : -: :		::	-::	::
H	13,161	63	i	-	8	8	006	0	525	009	564	S	500	575	525	46	300	425	373.	:	-	-	<u> </u>	
360. SpartansburgM S. C.	: :	::	1,500	н :	900	000	900	· ,	315	360	351	нн	665 450	665 450	665 450	21	315	360	339			::	::	: :
T	13,150	31	:	н	000	90	000	3	315	360	351	- 71	450	665	558	21	315	360	339	-	÷	:	<u> </u>	<u>:</u> :
	,															,		-						
									_		_	_	_					_		_				

a Including 1 assistant principal at \$1,000.

TABLE I-Continued

Single   S	-	No. of					HIGH SCHOOLS	HOOLS	- 1					ELE	ELEMENTARY SCHOOLS	RY SCI	TOOLS	47	~		KINDERGARTENS	GART	ENS	]
Supt.         No.         Yearly Salary         No.         Yearly Salary         No.         Winn.         Max.         Av.         Pranty Salary         No.         Yearly Salary         No.         No.         Yearly Salary         No.	ers an	몇.			Prin	cipals			Teach	ers			Princi	ipals	1		Teach	ıers		Directo	ırs	Tea	chers	
\$i.600 i \$i.200 \$i.200 \$i.200 \$i.000 i \$i.000 i i.000	visin	÷ 50			Yea	rly Salar			Yearl	y Salary		! Ş	Yearl	ly Salar	y		Yea	rly Salaı					rly Sa	ılary
1,200   1,1200   1,1200   1,1200   1,1000   1,	Š	ers		9	Min.	Max.	_			_				Max.	Av.	<u> </u>	Min.	Max.			- 1	_	Max.	Av.
$\begin{array}{cccccccccccccccccccccccccccccccccccc$			\$1,600	ī	\$1,200	\$1,200	1,200	4 \$1 2	,000, I 000,	000,	1,000	9 8	800,1	1,260 \$	1,130 827	. 4		\$ 840	169\$	-::				
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	13,076	4	:	۲	1,200	1	1,200	1	l	i	1,000	2	1	1,260	948	27	909	840	169	-		ł		:
2,600 $2,600$ <		::	2,100	н :	2,600		2,600				1,500	н 4			1,400	35	390		464	::		3\$44	\$480	\$453
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	13,063	58			2,600		2,600	6		l	1,039	L.		1,400	780	35	390	260	464	-	:			
1,350       1,350       (a)       (b)       (a)       <		: :			1,350	1,350							(g)(g)	<u>(a, 6)</u>	<u>@</u> @	<u>@</u>	450	630	<u>(a)</u>					
1,000       1,000       2       675       690       833          445       225       495       397 <td< td=""><td>13,038</td><td>48</td><td></td><td></td><td></td><td>1,350</td><td></td><td>(a)</td><td>675</td><td>l</td><td>i</td><td></td><td>(a)</td><td>(a)</td><td>(g)</td><td>(g)</td><td>405</td><td>630</td><td>(a)</td><td><u> </u></td><td></td><td></td><td></td><td></td></td<>	13,038	48				1,350		(a)	675	l	i		(a)	(a)	(g)	(g)	405	630	(a)	<u> </u>				
1,000       1,000       8       540       990       675       7       495       540       514       45       225       495, 397       397   <	: :	: :		•		1,000	1,000	00	675 540	990	833	: -	495	540	514		225	495	397	::				
1,600       1,700       1,700 <td< td=""><td>13,024</td><td>64</td><td></td><td>İ</td><td></td><td>1</td><td>1,000</td><td>00</td><td>540</td><td>066</td><td>675</td><td>7</td><td>495</td><td>540</td><td>514</td><td>45</td><td>225</td><td>495</td><td>397</td><td>:</td><td></td><td>1</td><td></td><td></td></td<>	13,024	64		İ		1	1,000	00	540	066	675	7	495	540	514	45	225	495	397	:		1		
2,200 I 1,600 1,600 1,600 4 1,250 1,250 8 1,045 1,140 1,069 2 713 1,045 879	13,008N	o dat	a obtaina	ple																				
(a) I I,500 I,500 I,500 I,500 G, 99 950 I,250 I,083 8 I,045 I,140 I,069 b66 713 I,045 723 I 713 713 713 (2)		: :		•			1,600				1,250		1,045	1,140	1,069	64	713	1,045	816	::				
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	12,965	80				1,600	1,600	6			1,083			1,140	1,069	999	- 713	1,045	723	:	:			
(a) 1 1,700 1,700 1,700 1,700 1 650 650 1 675 675 675 675 675 675 7 7 7 7 7 7 7 7	::	::	<u>ુ</u>	н :			1,500	на	500	765 540	765	۳:	675	675	675	33:	360	450	415	-:-				
(a) 1 1,700 1,700 1,700 1 650 650 729 1,700 1,700 1,700 7 650 900 729 1,700 1,700 1,700 7 650 900 729 1,700 1,700 1,700 1,700 7 650 900 729 1,700 1,	12,843	38				1,500	1,500	6	500	292	602	H	675	675	675	33	360	450	415	:				
1 1,700 1,700 1,700 7 650 900 729		::	9	н :		1,700	1,700	н 9	650 650	650	650 742	::	::	:		11	6	575		::				
	12,842	25				1,700	1,700	7	650	906	729	:	:	:		71 ×	400	575	441	:	<u> </u>			
										•														

b Including I assistant principal at \$1,045.

TABLE I-Continued -

			Vessel			1			?					i	DEFENDANT SCHOOLS	200	2005			4	MINDERGARIENS	KGAK	ENS	
Cırv	Popula-	reach-	Salary		Prin	Principals			Теас	Teachers			Prin	Principals			Teachers	hers		Directors	ıs	Tea	Teachers	
1	1903		Supt.	2	Yea	Yearly Salary		ž	Yea	Yearly Salary	T,	- 52	Yes	Yearly Salary	ry	2	Yea	Yearly Salary		o Yearl	<u> </u>	l —	Yearly Salary	salary
					Min.	Max.	Av.		Min.	Max.	Av.	5	Min.	Max.	Av.	, ov.	Min.	Max.	Av.	Z Salary			Min. Max. Av.	Av.
369. Greenville, S. C	12,835 N	lo data	No data obtaina ble																					
370. Columbia, PaM	::	::	\$1,660	· <b>↔</b> : ⊢	810	\$ 810	\$ 810	1 2	\$360 450	\$ 360 585	\$360 518	<b>H</b> :	\$ 675	\$ 675	\$ 675	39	\$315	\$450	\$365		· · ·	<u> </u>	: :	::
<u></u> E	12,832	46	1	H	810	810	810	<i>a</i> 3	360	585	465	H	675	675	675	39	315	450	365	:	:	:	1:	<u>:</u>
371. OklahomaM O. T. F	:::	::	2,100	<del>-</del> :	1,400	1,400	1,400	00	630	1,000	722 645	0.4	675 675	675	675		360	540	455	т \$585		2 \$405 \$405 \$405	5.840	5
T	12,800	011	i	H	1,400	1,400	1,400	bii	540	1,000	989	9	675	765	969	87	360	540	455	1 55	585	2 405	5 405	5 405
372. Hannibal, Mo.M	: :	::	1,650	<del>-</del>	1,200	1,200	1,200	0.4	630 585	810 855	720	ω4	1,000	0006	1,000	45	270	495	375	:: ::	::	::	::	::
T	12,756	19	:	I	1,200	1,200	1,200	9	585	855	069	7	450	1,000	801	45	270	495	375.	:   :	·   :	:	:	:
373. Nanticoke, Pa	12,737 N	lo data	No data obtaina ble	-Je				9								-								
374. Stillwater, Minn	12,636N	lo data	No dat a obtaina ble	-je														-						
375. Marshalltown Iowa		::	2,000	<del>"</del> :	1,500	1,500	1,500	н∞	675 540	675 698	675 610	: 10	630		644	: 4	360		462	::	: :	7 360		463
T	12,633	69	:	-	1,500	1,500	1,500	6	540	869	819	ν.	630	675	644	43	360	869	462.	:	 	7 360	0 540	0 463
376. Lansingburg,M N. Y.	: :	::	1,800	<del>-</del> :	1,200	1,200	1,200	9 %	909	900	650	: 10	:009	750		46	250	750	470	-::	: :	5 500	50:	500:
F	12,595	89	:	1	1,200	1,200	1,200	Ŋ	009	700	029	rv.	009	750	049	46	250	750	470.	:	 	5 500	200	200
																	-							
	*****																							
						_			<del></del>															

b Including I assistant principal at \$1,000.

TABLE I-Continued

		No. of	11	_			Нісн Ѕсноогѕ	CHOOL	S					ELI	ELEMENTARY SCHOOLS	RY SCI	HOOLS			Kı	NDER	KINDERGARTENS	ENS	
7.11		Teach- ers and	Yearly Salary		Prin	Principals			Teachers	hers			Princ	Principals			Teachers	iers		Directors		Teac	Teachers	
	1903	Super-	of Supt.	1		Yearly Salary	ıry	- 5	Year	Yearly Salary	İ	2	Yea	Yearly Salary	ry	- 2	Year	Yearly Salary		Yearly	1	1_	Yearly Salary	alary
		Officers	•		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.	Z Salary			Min. Max. Av.	Av.
377. Saratoga Spgs M N. Y.	: :	::	\$2,250	H :	\$1,500	\$1,500	\$1,500	-:9	\$ 004\$		\$767	0.4	\$ 950	\$1,400 800	\$1,175	36	\$400	\$575	\$466			\$400	\$550	10\$400\$550\$470
T	12,538	19		۳	1,500	1,500	1,500	9	700	1,000	191	9	700	1,400	875	36	400	575	466	:	ដ	94	550	470
378. MassillonM Ohio		::	2,100	H :	1,200	1,200	1,200	н 6	700	700	700	4 4	700	850	800	37	650	650	650		::	::	::	::
T	12,499	54	:	I	1,200	1,200	1,200	4	550	200	650	9	425	850	889	38	320	650	450	<u>:</u>	:	:	:	:
379. HuntingtonM W. Va.		::	2,000	٠: ا	520	800	099	. 8	520	640	573	: 4	300	9009	480	1 42	400	360	317	: :	::	: :	: :	::
T	12,469	55	:	71	520	800	999	m	520	640	573	4	300	009	480	43	240	400	319	•	:	i		:
380. AttleboroM Mass. F		::	1,900	н:	1,750	1,750	1,750	0.4	500	900	600	ню	1,100	1,100	1,100	: 64	360	520	448	::	::	. : :	: :	::
H	12,463	64	:	н	1,750	1,750	1,750	9	200	700	809	4	520	1,100	748	49	361	520	448	ŀ	:	:	:	:
381. CharlestonM. W. Va.		::	(a)	: н	. 006	: 006	. 00	: 10	486	999	592	0.0	432 464	594 666	536	603	293 180	486 540	386	<u> </u>	::	::	::	::
T	12,407	80	:	н	006	006	900	S	486	999	592	-	432	999	530	63	180	540	375	:	:	:	:	:
382. Galena, Kans. M	::	::	1,000	н :	560	560	560	. 8		440	413	н а	480	480	480	18	280	360	329	: :	::	::	: :	::
T	12,378	27	:	H	560	260	560	3	400	440	413	3	400	480	427	81	280	360	329	l i	:	:	:	:
383. Dunkirk, N.Y. M		::	2,000	٥١ :	000	1,400	1,150	нг	700	700	700	15	500	0009	510	31	390	500	446	: :	::	::	: :	::
T	12,276	56	i	8	000	1,400	1,150	9	200	700	200	15	500	009	210	31	390	500	446	:	:	:	:	:
384. MorristownM N. J.	: :	::	b3,250 	(e)	: :	::	::,	ну	750 675	750	750 790	: H	850	8	850	30:	525	625	577	: :	::	: :	: :	::
T	12,200	40	:	:	i	:	:	99	675	1,100	783	H	850	850	850	30	525	625	577		:	:	:	:
a Not reported.	<i>b</i> S	uperint	b Superintendent also principal of high school.	lso 1	principa	l of hi	gh scho	ol.	G	Includ	ing 1	assist	ant pri	ncipal	e Including 1 assistant principal at \$1,100.	ò	0							

b Superintendent also principal of high school.

ABLE I—Continued

Cuty   Popular   Popular   Cuty   Popular   Cuty   Popular   Cuty   Popular   Cuty   Popular   Popul			No. of					Нісн Ѕснооця	CHOOL	S					ELB	MENTA	ELEMENTARY SCHOOLS	HOOLS			_	KINDERGARTENS	RGAR	TENS	
13,172   23   13,170   13,170   1,17	Ž.	Popula-				Pri	incipals			Teac	hers			Princ	ipals			Teacl	ners		Directo	ors	F	scher	۰,
13,176   55   57   58   58   58   58   58   58	;	1903					early Sal	ary	2	Year	ly Salar		- 5	Yea	ly Salaı	Α.	يز	Yea	rly Sala				_	arly 5	Salary
13,172   23   23   24   25   25   25   25   25   25   25			Officers	1				Av.	<u> </u>		Max.	-		Min.	Max.	Av.	 0	Min.	Max.					n. Max	c. Av.
13,194   672             1   .500   890   618   5   650   850   766   40   300   500   500     1   .500   1,000   1,	385 HornellsvilleN.		::		$\sim$					300	850	\$ 618			850	\$ 760	: 4	\$300	\$500	\$392		· ::	4 340		
12,172   23   23   24   25   25   25   25   25   25   25	1	12,194						i	II	200	850	819	22	650	850	260	4	300	500		1	:			0 413
12,172   23	386. GreenwichN. Conn.		: :		$\sim$			:::	ню	0 00		700	::	: :	::	::	. H	550	650	610					
12,145   59   1,1500   1,100	Т	12,172	23				:	i	4	009	1,000	775	:	:	:	:	15	550	650	610	:	:			0 550
12,156   59     1   1,700   1,700   5   550   800   650   5   500   600   560   360   324   450   392	387. Milford, MassN.		: :				\$1,700	\$1,700		800	800	800	: 10	. 20	. 009		36	324	450	392	::				<u>:</u> :
12,147   54     1,200   1,200   1,200   1,200   2 675 675 675       44 270 675 389	T		50						2	550	800	650	25	500	009	260	36	324	450	392	:				:
12,124   54     1   1,200   1,200   3   675   67	388. Ironton, OhioN		::		•				Ħα	675	675	675 675	4:	675	675	675	: 4	270	675						<u> </u>
12,121   63     1,1215   1,215   1,215   4   810   1,035   911   4   675   900   844   4   540   540   540           12,121   63     1   1,215   1,215   1,215   7   675   1,035   836   7   558   900   780   43   315   585   460         12,062 No data obtaina ble     1,800	Т	12,147				<u> </u>			3	675	675	675	4	675	675	675	4	270	675	389.	:				:
12,121   63     1   1,215   1,215   7   675   1,035   836   7   558   900   780   43   315   585   468	389. Fort SmithN. Ark.		::		H :	1,215			40		1,035	911	4 %	675 558	8 8	844 696	39	540 315	540 585	540.	::				::
12,062 No data obtaina hide	Т	12,121						1	7	ı	1,035	836	7	558	8	780	43	315	585			'	:		:
12,051   44	390. Denison, Tex	12,062	$^{\circ}$	a obtaina	ple												A.								
12,051   44	391. GreensboroN. N. C.		::						::	::	::	::	٥ :	585	765	675	33.2	675 360	675 495	675.					630
	I	12,051			<u> </u>	<u> </u>		:	:		:	:	8	585	765	675	35	360	675	406.	:	:		1	0 630
12,045 55 4 700 1,100 888 6 800 1,300 996 42 400 700 520	392. Kearney, N. JM		::	a2,20c				: :	0 0		0006	975 800	0.4	300	1,300	1,300	. 4		700	520					<u>::</u>
	L		55					:	4	200	1,100	888	9	800	1,300	966	42	400	700	520	-			<u> </u>	1
										,		,													

a Superintendent also principal of high school.

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TABLE I-Continued

												-						 	_
		4	اخ		::	:	::	:	::	:	::	:		::	:	::	:		1
S	ers	, Sala	ax.		::	:	::	:	::	:	::	:		::	:	::	:		
RTEN	Teachers	Yearly Salary	Min. Max. Av.		::	<del>-:</del> -	::	:	::	:	::	:		::		::	:	 	
ERGA	H	No.			::	·	1 : :	-	::	:	::	:		::	:	::	:	 -	
KINDERGARTENS	Directors	Yearly	- 1.		::	:		-	: :	:	::	:		::	:		;	 	,
	Dire	٠٠			::	-:	::	:	::	:	::	:		::		::	:	 	-
		ry	Av.		\$426	426	474	474	500:	300	474	474	,	432	432	467	467	•	
	hers	Yearly Salary	Max.		\$475	475		009	00	9	765	765		500	200	550	550		
HOOLS	Teachers	Yea	Min.		\$325	325	350	350	425	425	315	315		320	320	400	400		
RY SCI		2	į.		56:	. 26	: 4	40	: 4	44	56	36		36	36	36	36		
ELEMENTARY SCHOOLS		,	Av.		\$ 800	644	650	650	646	646	855	855		1,250	829	850 569	663		
ELE	Principals	Yearly Salary	Max.		\$ 800	800	650	650	770	700	900 :	8		800	1,300	800	006		
	Princ	Year	Min.		\$ 800	500	650	650	550	550	810	810		1,200	550	800	475		_
		-			не	4	η :	6	9:	9	٠: ١	0		9 70	7	0.4	9	 	_
	İ	İ	Av.		\$ 625	625	825	775	800	129	1,125	1,125		1,200	731	1,400	779		
	hers	Yearly Salary	Max.		\$ 625	625	800	850	800	800	1,125	1,125		800	1,200	1,400	1,400		
N.	Teachers	Year	Min.		\$ 625	625	800	650	800	575	1,125	1,125		1,200	500	1,400	9	 	
HOOL		-	No.		: 10	N.	0 0	4	9 10	7	<b>H</b> :	H		4 F	∞	н 9	47	 	
Нісн Ѕсноогѕ			Av.		\$1,100	1,100	1,000 	1,000	925	925	1,125	1,125		1,700	1,700	1,900	1,900	 	-
<del> </del>	Principals	Yearly Salary	Max.	   	\$1,100	1,100	1,000	1,000	925	925	1,125	1,125		1,700	1,700	1,900	1,900	 1	
	Prin	Year	Min.		\$1,100	1,100	1,000	1,000	925	925	1,125	1,125		1,700	1,700	1,900	1,900		
		١,		ple	н:	н	<b>H</b> :	H	: H	۳	۳:	H	ple	н:	H	н:	H	 	
	Yearly Salary	Sunt		obtaina	\$1,700	:	1,750	:	2,200	:	1,350	:	obtaina	1,700	:	2,000	:		
11	Teach-			No dat a obtaina ble	::	40	::	49	::	63	::	19	No data obtaina ble	::	53	::	57		
-				12,031 N		12,000	: :	11,975	: :	11,972	::	11,958	11,958N	::	11,934	::	11,920	 	
-	Popul	1903		<u> </u>				II,		I,								 	
	(	CITY		393. Augusta, Me	394. Tiffin, OhioM	T	395. PhillipsburgM N. J.	L	396. S. Ste. Marie M Mich.	Г	397. Pine BluffM Ark.	T	398. Alpena, Mich	399. PeabodyM Mass. F	T	400. FraminghamM Mass. F	T		
				393.	394.		395.		396.		397.		398.	399.		400.			

a Including 1 assistant principal at \$1,400.

TABLE I-Continued

CITY House, Mars.				11			H	Нісн Ѕсноогѕ	H00I	s,					ELE	ELEMENTARY		SCHOOLS			×	IND	Kindergartens	TENS	
11,837   50,000   1,	Circ	Popula				Prin	cipals	·		Teac	hers			Princ	ipals			Teach	crs		Directo	ıs	L	acher	go .
Miles   Mile	:	1903			5	Yea	rly Sala		- 6	Year	ly Salar			Yea	rly Salaı	,		Year	ly Salar			<u> </u>	I	early	Salar
11,877   59   50   11,200   1,200			Omcers	- 1	5	Min.	Max.	-	<u></u>		Мах.			Min.	Max.	Av.			Мах.					n. Ma	x. Av
11,814   30   30   1,200   1	401. Naugatuckl Conn.				•	\$1,200	\$1,200	\$1,200	<b>∞</b> 0	650	800				800	\$1,200	34:	\$400	\$650	\$498		-:8	3.		
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	•				Н	1,200	1,200	1,200	N	650	000	770	OI	450	1,200	609	34	400	650	498		8			
11,814   34   32   33   34   34   35   34   35   35   35	402. Corning, N. Y. I						:::	::	:•	700	825	721	: =	700	700	700	. 02			473	· · ·	:::			
11,814   74   74   74   75   75   75   75   7	•		-				:	:	9	700	825	721	H	700	700	700	20	400	9	473	· ·	:	<u> </u>	:	
11,814   74     1,550   1,500	403. Revere, Massl				:			1,500	н 4	800	800	800	н «	1,100	1,100	1,100	\$6	350		499		::			
11,730   60     1,500   1,500   1,500   1,500   1,100	•	T 11,8	+				1,500	1,500	N	400	800	9	6	500	1,100	800	26	350	9	499		:			
11,730   66     1   1,500   1,500   1,500   1,10	404. Rutland, Vtl								9 20	750 450	1,100	925	:∞	438	52	478	32	350	500	404		: 8			
11,710   54     1,600   1,600   1,600   6   500   700   667   4   600   1,100	•				-			1,500	7	450	1,100	129	99	438	525	478	32	350	200	404		8			
11,672         75         1,000         1	405. Adams, Massl				- 1		1,600	1,600	0.0	500				1,100	1,100	1,100	: 04	389	468						
11,652   75     1,000   1,000   1,000   2   573   713   618   523   618   586   44   380   523   425   12   143   475   173   17							1,600	1,600	9	200	700	299	4	900	1,100	875	40	389	468	419.		:		<u> </u>	
11,672       75        1 ,500       1,000       1,000       9, 523       713       618       6 523       618       586       44       380       523       425        12,100       12,100       1,000       <	406. Beloit, Wis				<del>"</del> :	I,000	I,000	1,000	7.6	570 523	618	594 624	•:	523	618	586	: 4	380	523	425					
11,651       55       1,000       1		T 11,6			H		1,000	1,000	6	523	713	819	9	523	819	586	44	380	523	425.					
11,651 55 I 1,000 1,000 1,000 5 750 900 780 4 800 1,000 938 44 550 750 626	407. Walla Wallal. Wash.				: #	 I,000	1,000	1,000	9 60	750 750	900	825 750	4 :	800	1,000	938	: 4	550	750	626	• •	::			
11,530 54 I 1,800 1,800 01 500 1,200 659 6 444 481 456 33 222 444 371					H	1,000	1,000	1,000	Ŋ	750	000	780	4	800	1,000	938	44	550	750	626.	•	:			
11,530 54 I 1,800 1,800 (11 500 1,200 659 6 444 481 481 456 33 222 444 371	408. Gardner, Mass.N				<b>H</b> :	1,800		1,800	I OI	1,200		1,200	: 9	. 444	481	456	33	222	. 4 . 4 . 4	371		-:			
					н				113	80	1,200	629	9	444	481	456	33	222	444	371		<del></del>			

b Principals receive \$6.25 per room per annum for supervision, in addition to regular salary. a Superintendent also principal of high school. c Including 1 assistant principal at \$1,200.

TABLE I-Continued

				-												• • • • •				_
		Salary	Av.	::	1	::	:	::	:	: :	:		::	:	: :	:	\$400	400		
ENS	hers	ly Sa	Min. Max. Av.	::	:	::	:	::	:	: :			::	:	::	:	\$500	500		
KINDERGARTENS	Teachers	Yearly	Min.	• ::	:	'i i	:	: :	:	::	:		::	:	::	:	9\$150\$500	150		,000,
DERC		ž		::	:	::	:	::	:	: :	:		: :	:	::	:	. 0	0		at \$1
KIN	Directors	Yearly	Salary	: :	i	: :	:	: :	i	::	:		: :	:	: :	:	: :	:		assistant principals at \$1,000.
	<u> ä</u>	.0		::		: : • H	411	521	521	315	443		675 453	458	655	655	480	480		prin
		ry	Av.	(a)	(a)	\$411	41	. 52	52			0				65				stant
	hers	Yearly Salary	Max.	\$ 425	425	630	630	9	909	315	450		675 495	675	1,000	1,000	500	500		2 assis
SCHOOLS	Teachers	Yea	Min.	\$340	340	315	315	375	375	315	315		675	225	510	510	360	360		c Including
ry Sch		2			11	. 44	44	59	59	36	38		т 40	41	. 10	912	. 23	23		6 Inch
ELEMENTARY	-		Av.		:	\$ 945	006	900	689	630	630		675 540	630	1,700	1,700	: 00	009		
ELE	Principals	Yearly Salary	Max.	-::	:	\$1,080	1,080	000	000	630	630		675 540	675	1,700	1,700	: 00	009		
	Princ	Year	Min.	::	1	\$ 810 765	765	900	500	630	630		675 540	540	1,700	1,700	: 009	900		
		2	<u></u>	::	:	9 00	3	4 ν	6	. 10	J.		4 4	9	α:	61	:∞	∞		
		İ	Av.	::	:	\$619	619	725 575	625	750	989		648 612	630	: :	E	717	639		
	hers	Yearly Salary	Max.	::	:	\$720	720	750	750	900	006		675	720	::	i	8 8	800		at \$750.
l s	Teachers	Year	Min.	::	:	\$495	495	500	500	720	540		585 540	540	::	i	550	550		incipal
SCHOOLS		-	l	::	:	: 4	4	0.4	99	3.6	0		νv	of G	::	:	63	6	_	it pr
Нісн Sc			Av.	\$1,200	1,200	1,500	1,500	1,400	1,400	1,200	1,200		1,200	1,200	: :	:	056	950		b Including I assistant principal at
H	Principals	Yearly Salary	Max.	\$1,200	1,200	1,500	1,500	1,400	1,400	1,200	1,200		1,200	1,200	: :	i	1,000	1,000		ing I
	Princ	Year	Min.	\$1,200	1,200	1,500	1,500	1,400	1,400	1,200	1,200		1,200	1,200	::	:	: 8	80		Includ
		-		H :	H	н:	H	н:	H	н:	H	ble	н:	н	::	:	: 0	10		~
	Yearly Salary			\$ 500	:	2,000	:	1,800	:	1,200	1	No data obtaina ble	1,700	:	(a)	i	2,200	i		
	Teach-			::	19	::	57	::	78	::	54	Vo data	::	59	-::	181	::	54	•	
_	pula-	1903	<u> </u>	::	11,506	: 4	11,489		11,462	::	11,407	11,315	: :	11,314	: :	11,274	: :	11,228		
-	~			Ar	<u> [</u>	Äμ	<u></u>	ÄΗ	<u>F</u>	Äπ	<u> </u>	:	Äμ	H	Äμ	L	ÄH	H		d.
	į	CITA		409. Baton RougeM		410. Butler, PaM		411. WeymouthM Mass. F		412. Guthrie, OklaM		413. Manchester	414. Kokomo, IndM		415. Harrison, N. J.M		416. Geneva, N. YM			a Not reported
				409. Ba		410. Bu		411. W		412. Gı		413. M	414. K		415. H		416. G			a

b Including I assistant principal at \$750.

TABLE I-Continued

Cirv Pittsburg, Kan.M			Venrlu			Ħ	Нісн Sc	SCHOOLS					EI	ELEMENTARY SCHOOLS	RY SCI	HOOLS			Kı	NDER	KINDERGARTENS	SNS	
417. Pittsburg, Kan.M	Popula-		Salary		Prin	Principals	,		Teachers	ers		Æ	Principals	-		Teachers	ners		Directors		Teachers	hers	
417. Pittsburg, Kan.M		vising	of Supt.	ş	Yea	Yearly Salary		 	Yearly	Yearly Salary	2		Yearly Salary	ary	2	Yea	Yearly Salary	Ī		1	Year	Yearly Salary	lary
417. Pittsburg, Kan.M	_	Jilicers			Min.	Max.	Av.		Min. M	Max.   A	Av.	Min.	Max.	Av.	No.	Min.	Max.	Av.	Salary	ģ	Min.	Min. Max. Av.	Av.
	: :	::	\$1,500	H :	\$ 720	\$ 720	\$ 720	40	540 300	540	540	2 \$ 585	\$ 675	\$ 630	: 4	\$360	\$405	\$377	, i i	-1	::	1 :	::
F	11,138	55	:	I	720	720	720	0	300	540	483	4 450	675	540	4	360	405	377	:	:	1:	1:	:
418. Mankato,M Minn.		::	1,800	: <b>H</b>	850	850	850	<i>w w</i>	630 630	720 675	675 645	2 585	585	585	32:	360	630		:: 	::	::	::	_ : :
Ţ	11,127	43	:	н	850	850	850	9	630	720	099	2 585	5 585	585	32	360	630	447	:	:	1	<u> </u>	:
419. Lawrence, Kan. M	: :	::	1,800	н:	1,400	1,400	1,400	61 XX	540 540	630 675	585	4 540 3 540	000	572	31	350	500	425	::	: :	::	::	: :
T	11,123	52	:	н	1,400	1,400	1,400	oI	540	675	576	7 540	720	614	31	350	500	425	<u> </u>	:	:	:	:
420. Sherman, TexM	: :	::	1,500	н:	1,000	1,000	1,000	::	::	::	::	1 585 3 720	5 585	585	37	360	630	528.	::	::	::	::	: :
T	11,116	44	:	н	1,000	1,000	1,000	:	:	<u> </u>		4 585	5 720	989	37	360	630	528	:	:	:	:	:
421. Bath, MeM		::	1,600	۳:	1,500	1,500	1,500	88	0009	900	800	2 550 11 360	550	625	32	30.	475	357	::	::	::	::	: :
T	11,002	55	:	н	1,500	1,500	1,500	9	009	000	721 1	13 360	700	459	32	300	475	357	:	:	:	:	:
422. Ottawa, IllM		::	1,700	н :	2,100	2,100	2,100	3 I,	1,200 I, 800	1,600 800	1,333	1 1,000 4 1,000	1,000	1,000	. <sub>14</sub>	525	625	540	::	: :	::	::	: :
T	10,888	55	:	н	2,100	2,100	2,100	ıv.	800 1,	1,600 1,	1,120	5 1,000	1,000	1,000	4	525	625	540	:	:	:	1 :	:
423. PortsmouthM N. H.	: :	::	2,000	н:	1,700	1,700,	1,700	(0)	(E) (E) (E) (E)	(g) (g)	<u>(a)</u>	2 I,100 I I,200	1,200	1,150	32	300	550	4	. \$600	: 1		\$550 \$407	
T	10,880	99	:	н	1,700	1,700	1,700	0	550	800	725	3 1,100	1,200	1,167	32	300	550	470	009	7	300	550	407
424. Little FallsM N. Y.	::	::	2,000	::		: :	::	0.4	850 I,	000,1	925	1 1,000 1 600	000,1	1,000	. 42	450	550	483	::	::	::	::	: :
T	10,860	35		:	:	:	:	9	600 I,	1,000	742	2 600	000,1	800	24	450	550	483	÷	:	į:	:	:

a Not separately reported.

TABLE 1-Continued

		No. of				1	Нісн Ѕсноогѕ	СНООІ	S,					EL	ELEMENTARY SCHOOLS	RY SCI	HOOLS				KIND	ERGA	KINDERGARTENS	"
Стт	Popula-	Teach- ers and	Salary		Pri	Principals			Teac	Teachers			Prin	Principals			Teachers	lers		Directors	ctors	I	Teachers	S.
	1903	rising		2		Yearly Salary	ıry	ž	Yea	Yearly Salary	ry	N.	Yea	Yearly Salary	ŗ.	2	Yea	Yearly Salary	<b>A</b>	.0	٠.	-	Yearly Salary	Salar
	_	mcers	- 1	-	Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Salary	<u>-</u>	Min. Max. Av.	X. Av
425. JohnstownM N. Y.	::	::	\$2,000	н. :	\$1,300	\$1,300 \$1,300 \$1,300	\$1,300	ни	\$900	\$900	9009	: 4	. 69	\$ 550	\$525	36	\$400	\$550	\$424		::	: 0	2 \$450 \$500 \$475	. \$
T	10,838	53	:	T	1,300	1,300	1,300	9	550	8	650	4	500	550	525	36	400	550	424	:	1:	10	450 3	500 475
426. Jeffersonville, Ind	IO,807	To dat	o data obtaina ble	ple																				
427. Millville, N. J	10,757	Vo dat	Vo dat a obtaina ble	ple																				
428. SouthbridgeM Mass. F	:::	::	42,000	(g):	::	::	::	3	800	800	800	:∞	. 60	570	453	. 42	320	460	384	::	::	::	::	::
T	10,736	39	:	:	:	i	:	4	550	800	663	8	400	570	453	24	320	460	384	:	:	:	:	:
429. Athens, GaM	: :	• :	1,800		1,500	1,500	1,500	::	::		::	: "	630	630	630	21.	390	630	497	::	::	::	::	::
I	10,728	52	:		1,500	1,500	1,500	:	i	:	i	10	630	630	630	b21	390	630	497	:	1	:	1:	:   :
430. Henderson,Ky.M	: :	::	1,800	н :	1,200	1,200	1,200	:°	. 500		575	: بر	. 50	1,100	810	38:	300	550	399	::	::	: 0	. 60	550 525
I	, 10,704	55		-	1,200	1,200	1,200	9	500	650	575	3	500	1,100	810	38	300	550	399	:	:	100	500	550 525
431. Vincennes, Ind. M	: :	::	2,000	н :	950	950	950	<u>©</u> ©	500	750	હહ	(c) 3	500	750	(2) (3)	<b>1</b> (9)	750 350	750	(6)	::	::	·:©	250:	300 (6)
L	10,669	47	•		950	950	950	(9)	500	750	(6)	છ	500	750	3	(9)	350	750	3	:	:	(9)	250	300 (c)
432. La Salle, IllM	: :	::	1,500	0 :	2,400	2,400	2,400	99	1,100	1,750	1,283	: 10	650	650	650	. 8	550		557	:	::	::	::	::
I	10,623	42	:	н	2,400	2,400	2,400	d12	850	1,750	1,133	5	650	650	650	23	550	909	557	   :	1	:	:	:
															,									
								_			_									_			_	_
a Superintendent also principal of high school.	also princ	ipal o	f high so	phoo		h Including a sesistant principals at \$620	ing ,	040,00	at pain	10000			12		-	7.4	:							

TABLE I—Continued

Popula - Irach- tion Signer- 1903 Officers  10,605 No data  10,522 54  10,522 54  10,328 53  10,328 53  10,328 54  10,439 40  10,493 No data  20,973 41			No. of	Vecul			F	Нісн Ѕсноогѕ	HOOLS					ELEN	ENTAR	ELEMENTARY SCHOOLS	STOC			×	KINDERGARTENS	GARTI	SNE
1993   Subject   1993   Subject	City	Popula- tion	ers and			Prin	cipals			Teach	ers		Princip	als			Teach	irs		Director	-8	Teac	hers
10,605 No data obtainable   Nin, Max. Ax.   Min, Max.   Min, Min, Max.   Min, Min, Max.   Min, Min, Max.   Min, Min, Min, Min, Min, Min, Min, Min,		1903	vising	Supt.			rly Salas			Yearly	y Salary		 Yearly	Salary			Year	y Salar		Year	,	I	ly Sa
10,562 No data obtaina ble \$1,800 \$550 \$550 \$550 \$550 \$550 \$550 \$55			Oilicers	,		Min.	Max.	_					 _	_	_	L		_	ī _	Salar			Max.
10.522 54 1 1,650 1 2 550 5.59 8.50 8.75 8.75 8.75 8.75 8.75 8.75 8.75 8.75	33. Winston, N. C.		No dat	a obtaina	ple																		
10,505 27	34. Peekskill, N.Y. N J				::	::	::	::		₩	550	\$550			5542			\$525	\$461				::
10,522   54   10,50   1   1,50   1,	ר				1	1: :	:	i	"	550	550	550	525	575	542	21	400	525	461	ļ.			1
10,522   54     1   900   900   90   540   600   580   2   800   800   800   36   540   465	35. Meadville, PaM					. % . %	: 8	. 60	: 0		: 00	580:	: 00	. 00	. 8	36:	360	540	465				::
1, 2, 200   1   1, 2, 50   1, 2	C.	r 10,522			H	80	900	900	٥	540	909	580	800	800	80%	36	360	540	465.			1	:
10,328   53     1   1,250   1,250   7   700   1,000   829   7   500   750   657   28   400   600   496     4   250   550   10,293 No data a obtainable     1,600   1,000   1,000   2   765	36. Marquette,h Mich.		: :		•	1,250	1,250	1,250	ω 4		800	933 750	. 8	750	657	: %	: 6	. 00	496		•	\$250	\$550
10,293 No data obtaina ble I,600 I 1,000 I 1,000 I 765 765 4 531 558 545 31 360 486 413		ro,328			۳	1,250	1,250	1,250	7		80,	829	200	750	657	28	400	9	496	Ŀ		L	
10,150 40 1,600 11,000 1,000 1,000 2 765 765 765 4 531 558 545 31 360 486 413	137. Sioux Falls, S. D		No dat	a obtaina	ple			***					 										
10,150 40 I 1,000 1,000 1,000 3 765 765 4 531 558 545 31 360 486 413	38. Beaver FallsN Pa.				•	1,000	1,000	1,000	0 н	765 765	765	765 765	531	558.	545	31	360	486	413				::
90,012 No dat a obtaina ble	ני				H	1,000	1,000	1,000	3	765	765	765	531	558	545	31	360	486	413			1	1 :
a9,973       41        1       900       900       90       4       600       675       610       9       540       720       630       25       340       720       453	39. Hot Springs	.			•	8 :	<b>%</b> :	8 :	0 0	0009	675	638	540	720	608	8 8	720 340	720	720.	· ·			::
αθ, οι τη το data obtainable	ני	[ a9,973			H	8	8	8	4	9	675	619	540	720	630	2.5	340	720	453.	ļ.		1	:
	40. Bellaire, O		No dat	a obtaina	ple								 										
														***************************************									
						·····							 										

TABLE I—Continued

Popularia (Salgiar)         Principals         Teachers         Principals         Teachers         Principals         Teachers         Teachers         Teachers         Principals         Teachers         Principals         Teachers         Teachers         Teachers         Teachers         Teachers         Teachers         Teach Salary         No.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min.         Max.         Av.         Min. <t< th=""><th></th><th></th><th>No. of</th><th>Vearly</th><th></th><th></th><th></th><th>Нісн Ѕсноогѕ</th><th>СНОС</th><th>LS</th><th></th><th></th><th></th><th></th><th>ELE</th><th>ELEMENTARY SCHOOLS</th><th>YY SCH</th><th>STOO</th><th></th><th></th><th>Kın</th><th>IDER</th><th>KINDERGARTENS</th><th>ENS</th><th></th></t<>			No. of	Vearly				Нісн Ѕсноогѕ	СНОС	LS					ELE	ELEMENTARY SCHOOLS	YY SCH	STOO			Kın	IDER	KINDERGARTENS	ENS	
1900   195   1914   1		Popula- tion	ers and	Ś		Pri	ncipals			Tea	chers			Princ	ipals			Teach	ers		Directors		Teachers	hers	
Min.   Max.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.   Max.   Av.   Min.		1900	vising		2		arly Sal	ary	Ž	Yea	rly Salar			Year	ly Salar	Α.		Year	y Salary		Yearly	:	Year	Yearly Salary	lary
9.836 58			OIIICEIS	- 1				Av.		Min.	Max.				_	Av.	.0.		_	Av. Z	Salary	Š.	Min.	Min. Max. Av.	Av.
9,836   58     1,120   1,250   1,250   8,475   -65   531   8   570   640   535   40   400   400   400   630   855   686   1   540   540   4450   545   540   4450   545   540   4450   545   545   545   5	441. Ft. Scott, Kans. M			\$1,500			\$1,250	\$1,250			765 475			520	640 520		: 4	\$400	\$400	\$400	::	::	::	::	::
9,810 45	T	9,836		:					∞	475	-65	531	∞	520	640	535	9	400	400	400	:	:	:	:	:
9,776	442. Sunbury, PaM			1,200	- :	906			4:	630	855	989	ни	540 405	540 540	540	482	450 315	585 585	413	::	::	::	::	::
9,769 46	T	0,810		:	н	8			4	630	855	989	9	405	540	473	32	315	585	423	:	:	<u> </u>	:	:
9,706 46 I 1,200 1,200 1,200 6 550 850 675 6 450 500 483 27 340 400 9,715 No data obtainable	443. Pontiac, Mich. M			2,000	# :	1,200			нх	850	850 800	850 640	.9	450	500	483		340	. 6	387 1	. 69.	: 60	\$400		\$400 \$400 \$400
9,715 No data obtaina ble 1,950 1 2,100 2,100 1,000 1,000 2 1,200 1,400 1,300 2 1,200 1,400 1,300 2 1,200 1,400 1,300 2 1,200 1,400 1,300 2 1,200 1,400 1,000	T	694'6		:					9	550	850	675	9	450	200	483	27	340	400	387	500	3	94	8	400
9,706 46 I 1,950 I 2,100 2,100 I,000	444. Manchester, Va	9,715	No dat	a obtaina	ple										_										
9,706 46 1 2,100 2,100 2,100 1,0	445. WatertownM Mass. F			1,950					нх	1,000	1,000	1,000		1,200		1,300	: %		650	552	::	::	::	::	_ ; ;
9,705 60 1,500 1,000 1,000 1,000 750 775 775 4 600 750 638 27 450 550 500 9,705 60 1,500 1,0	T	902'6		•					9	650	1,000	775	9	909	1,400	875	28	450	650	552	:	:	:	;	:
9,705 60 1 1,000 1,000 1,000 4 700 750 725 4 600 750 638 28 450 550  9,605 27 3,000 1,000 1,000 1,000 850 1,100 850 1,100 833 6 650 950 817 40 500 650  9,604 No data obtain able	446. IronwoodM Mich. F			2,100	# : ]	1,000	i		. 4	700	750	725	: 4		750	638	12	500	550	500	::	: 9	250	550	412
9,664 No da ta obtain able	T	9,705		:					4	700	750	725	4	009	750	638	88	450	550	523	:	ů.	250	550	412
9,695 27 3,000 4 800 850 1 850 850 850 650 950 860 950 860 9,664 No data obtain able	447. Anniston, Ala M			1,500	1				::	: :		::	0 0	585 450	765 540	675	, I	315	270 450	270	::	::	::	: :	::
9,664 No data obtain able	T.	9,695		•					:	:	:	:	4	450	765	585	22	270	450	397	:	:	:	:	:
9,668 67	448. BloomfieldM N. J.			3,000	- 1				rv 4	750 800	1,100	850 813	нг	850 650	850 950	850 810	1 39	200	650	538	::	: 10	450	525	50:
9,664 No da ta obtain abl	T	899,6		:	:	•			, <b>a</b> 9	750	1,100	833	9	650	950	817	40	200	650	540	:	2	450	525	500
	449. Jefferson City, Mo			ta obtair	abl	o								1											

a Including I assistant principal at \$1,100.

TABLE I-Continued

Cuty   Popular   Read   State   Stat			No. of				11	Нісн Ѕсноогѕ	H001	Š					ELE	ELEMENTARY SCHOOLS	RY SCF	TOOLS			*	KINDERGARTENS	RGAR	TENS	
1900   1916   1917	Circ	Popula-	Teach- ers and			Prin	cipals			Teac	hers			Princ	ipals			Teach	iers		Directo	rs	Ţ.	cher	
Mile   Max.   Av.   Mile   M		1900	vising	ot Supt.	2		rly Sala		     2	Year	ly Salar			Year	ly Salaı	, A	2	Yea	rly Salar			,	-	arly	Salary
9,654 46 9,654 46 9,654 46 9,654 46 9,654 46 9,654 46 9,654 46 9,654 46 9,654 46 9,655 445 \$ 425 \$ 425 \$ 425 \$ 425 \$ 535 \$ 620 9,656 46 9,654 46 9,654 46 9,654 46 9,655 41 1,200 1,200 1,200 80 80 606 9,650 34 9			Omcers	•	:	Min.	Мах.				Мах.	-			Мах.	Av.		Min.	Max.	1				Ma,	AV.
9,654 46 1, 1, 200 1, 1, 200 8 9 50 8 9 0 666 4 425 425 425 425 35 36 471 411 5 359 400  9,626 34 4.0 1, 200 1 859 850 850 2 550 600 575 1 650 650 27 3 300 570 570 570  9,626 34 1, 80 1,	450. Adrian, Mich			\$1,600	H :	\$1,200	\$1,200	\$1,200	00	\$800	\$800	\$800			: 4	\$ 425	. 23	\$350	\$475	\$411			5.	.08	
9,626 34 375 550 550 850 850 850 850 850 850 850 85		F 9,654		i	Н	1,200	1,200	1,200	∞	200	800	999	4	425	425	425	25	350	475	411.	:	+	1	1	
9,622 51 1,800 1 1,000 1,000 1,000 2 553 553 553 5 1 1,000 1	451. Carlisle, Pal				i	•	850	850	0 0	550	700	575 650	۳:	650	650	650	4.8	375	550	506. 389.	::				
9,592 51 1,800 1 1,000 1,000 47 553 718 553 1,000 1,000 1,000 47 553 718 553 1,000 1,000 1,000 47 553 718 550 550 550 340 550 340 550 397 1,000 1,					н		850	850	4	550	700	613	-	650	650	650	27	300	550	406.	:	:		ļ	1
9,522 S1 I 1,000 I,000 d7 553 718 576 5 425 510 459 36 340 550 397	452. Mattoon, Ill]				•		1,000	1,000	9 70	553	553 718	553 586	: 10	425	510	459	36:	340	550	397	: : 				
9.589 No data obtains ble					H	1,000	1,000	1,000	47	553	718	576	25	425	510	459	36	340	550	397	:	_		1	
9,589 No data a obtaina ble    9,589 No data a obtaina ble    9,589 No data a obtaina ble    9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,589 So     9,580 So     9,589 So     9,589 So     9,589 So     9,580 So     9,5	453. Plymouth] Mass.						1,800	1,800	: 10		700	650		700	7000	1,000	38 1	320	000	900	::				
9,589 No data obtaina ble b2,750 (b) I 800 800 675 584 3 500 775 608 21 380 480 441		l			-		1,800	1,800	30	900	700	650		700	1,000	8	39	320	80	415	:	:		ļ	
9,589 38	454. Fargo, N. Dak.		Š.	a obtaina	ble						4									-					
9,589 38 i 1,650 i 1,000 1,000 1,000 5 600 608 3 500 775 608 21 380 480 4411	455. Middletown]						::	: :	н∞	800	800	800 584	: 10	500	775		21.	380	480		::				
9.528 33	-						:	:	6	500	800	809		500	775	809	21	380	480	441	:		<u> </u>		1
9,540 54 1 1,000 1,000 1,000 6 600 750 667 4 600 600 35 450 550 466	456. Escanaba] Mich.						1,000	1,000	н 2	750	750	750 650	: 4				34	500	500	500.	::	::			
9.528 33					H	1,000	1,000	1,000	9	009	750	299	4	009	9	900	35	450	550	466	:		<u> </u>		1
9,528 33 6 500 750 575 1 500 500 23 425 575 459	457. Hudson, N. Y. l		: :		(6)		: :	::	: 9	500	750	575	: "		500	580	. 83	425	575	459	::				
	•						:	:	9	500	750	575	н	500	500	500	23	425	575				<u> </u>		1

 $\boldsymbol{a}$  Including 1 assistant principal at \$718.

TABLE I-Continued

		No. of	-			щ	Нісн Ѕсноогѕ	HOOLS			-			ELE	ELEMENTARY SCHOOLS	ry Sch	S700.				KINDI	ERGA	KINDERGARTENS	
Cirry	Popula-	Teach- ers and	Salary		Pri	Principals			Teachers	lers			Principals	ipals			Teachers	ers		Directors	tors	T	Teachers	
	1900		ot Supt.	2		Yearly Salary			Yearl	Yearly Salary		- 2	Year	Yearly Salary	y		Year	Yearly Salary		٥. ۲		× 2	Yearly Salary	Salary
	_	Omcers	.	j	Min.	Max.	Av.		Min. N	Max.	Av.		Min.	Max.	Av.		Min.	Мах.	Av.		Salary		Min. Max. Av.	. Av.
458. West ChesterM Pa. F	AH	::	\$2.250	н:	\$1,400	\$1,400 \$1,400	\$1,400	7 7	650	\$1,000 1,000	1,000	H (4	\$1,000	\$1,000,1	\$1,000 1,000	31		\$650	\$535	<del>-::</del>	::	::	: :	
	T 9,524	84	1	۳	1,400	1,400	1,400	×	650 1	1,000	1881	8	1,000	1,000	1,000	31	200	650	535	:		:	:	<u>:</u>   <u>:</u>
459. Stevens Point	9,524	2	dat a obtaina ble	ble										.,										
460. HuntingtonM Ind.	¥₩	::	2,000	н:	1,200	1,200	1,200	4 w	775	800	831	w 01	650	900	750	31	548	548 600	548 538	::		::	::	::
	T 9,491	52	:	I	1,200	1,200	1,200	90	700	1,000	797	bs	9	900	700	32	500	009	538	:		:	·   :	
461. Natick, Mass M	≅¤	::	2,000	H:	2,000	2,000	2,000	٥:	9 :	1,000	644	-α :	1,100	1,200	1,150	36	360	432	414		- : :	::	::	::
	T 9,488	50	:	T.	2,000	2,000	2,000	<i>a</i> <sub>0</sub>	009	1,000	644	8	1,100	1,200	1,150	36	360	432	414	:	1:	:	:	:
462. Frankfort,KyM	F.Z.	::	1,800	H :	850	850	850	: "	500:	500.	20:	: +	:009	. 600	:009	19	350	. 00	. 405	<del>-:</del> :	::	68	\$250\$400	325
	T 9,487	627	:	-	850	850	850	8	500	200	200	-	009	009	009	9I	350	500	405		:	0	250 4	400 325
463. Waterville, Me.M	F	::	1,500	H :	1,400	1,400	1,400	н 4	800	200	800 500	: "	500	500	500	36	. 60	. 604	: 64	-::	::	::	::	::
	T 9,477	84	i	H	1,400	1,400	1,400	<i>d</i> 5	500	800	260	8	200	500	500	36	400	400	904	:		:	:	:
464. AmesburyM Mass. F	F.	::	1,800	H :	1,600	1,600	1,600	3. H	800	800	800	: 10	488	488	488	. 6	341	488	392	::	::	::	::	::
	T 9,473	35		-	1,600	1,600	1,600	9p	450	800	592	120	488	488	488	30	341	488	392	:		:	·   :	
465. Olean, N. YM	F.W.	: :	2,000	T :	1,800	1,800	1,800		550	700	650	: 1	500	: 8	557	. 4	375		: 4	::	::	: 4	425 4	475 450
	T 9,462	19	•	1	1,800	1,800	1,800	9	550	7007	650	7	200	006	557	94	375	009	442	:		4	425 4	475 450
														-					,		·			

c Not including colored teachers, not reported. d Including x assistant principal at \$800.

a Including 1 assistant principal at \$1,000.

b Not including 1 supervisor of primary work at \$700.

ABLE I—Continue

Popula - reach - Signer - Sign	lary of ipt. No.	1		TION DONOTES						11	ELEMENTARY SCHOOLS	77	1001			×	KINDERGARTENS	GARTE	SNS	
9,4453	Ž .	Pri	Principals			Teachers	rs		Pri	Principals			Teachers	ers		Directors	rs	Teachers	hers	
9,4453	<u> </u>		Yearly Salary		N	Yearly Salary	Salary	<b>2</b>		Yearly Salary	LT.	;	Year	Yearly Salary		Vear	,	-	Yearly Salary	ary
9.443 9.443 9.427 9.427 9.426 9.426	•	Min.	Max.	Av.	_	Min. Max.	ıx. Av.		Min.	Max.	Av.	.ov	Min.	Max.	Av.	Z Salary	y. No.	<u></u>	Min. Max. Av.	Av.
9,443 9,443 9,447 9,426 9,426	-	\$1,200	\$1,200	\$1,200	<u> </u>	(a) (a) (a)	<u>@@</u>	<u> </u>	<u>6</u> 6	<u>@@</u>	<u>(a, a)</u>	<u>@</u> @	<u>@</u> @	<u>@@</u>	(8)	::		::	::	::
9,443	<u>                                   </u>	1,200	1,200	1,200	(g)	800	920	(a) (a)	\$ 720	\$1,000	(g)	(g)	\$520	\$680	(g)					:
9,431	ainable																			
9,427 47 47 9,426 47 9,416 46	aina ble																			
9,427 47 47 9,426 47 9,416 46	1,700 1	1,135	1,135	1,135	: 0		630	630	4 450	8 :	<b>\$</b> 63°	381	405	405 585	\$405	::		1 : :	::	: :
9,426	- :	1,135	1,135	1,135	7	630	630	630	4 450	006	630	39	405	585	517	:	<u> </u>	:	] :	:
9,426 47	I,700	I I,300	1,300	1,300		650	700	683	2 1,000 1 750	0 1,100	1,050 750	. 46	30:	: 00	468	::		::	: :	: :
9,416 46	:	1,300	1,300	1,300	N.	650	750	710	3 750	001,1	950	34	300	9	468		_	:	:	:
9,416 46	2,000	1,200	1,200	1,200	1 2	675 540	675 6	675 639	5 518 2 585	5 585	662 585	. %	338	450	396	::		::	::	: :
	:	1,200	1,200	1,200	9	540	675	645	7 518	8 765	640	28	338	450	396	:	<u> </u>	:	:	:
472. If averse City. M I,8 Mich. F	1,800 1	1,200	1,200	1,200	63	540 495	585	555	1 495 3 495	5 495 5 540	495 510	. 50	360		386	::		5.	\$450 \$413	\$413
T 9,407 51	:	1,200	1,200	1,200	6	495	585	555	4 495	5 540	506	29	360	450	386	:		5 388	450	413
473. Port Jervis M 1,8.	I,800 I	1,200	1,200	1,200	H 4	1,000 650	1,000 650	1,000	2 600 I 525	5 525	650 525	32	. 400	550	466	::		::	: :	
T 9,385 47	:	1,200	1,200	1,200	ν.	650 1,	1,000	720	3 525	2 700	809	32	400	550	466		:	Į i	1:	:
•																				

TABLE I-Continued

		No. of	1			H	Нісн Ѕсноогѕ	HOOLS	,,,					ELE	ELEMENTARY	ty Sch	SCHOOLS			×	KINDERGARTENS	GAR	ENS	
Cirry	Popula-	Teach- ers and	Š		Prin	Principals			Teachers	hers			Principals	ipals			Teachers	ers		Directors	rs	Tea	Teachers	
		vising	ot Supt.	Z		Yearly Salary			Year	Yearly Salary		2	Year	Yearly Salary	y.	- 2	Year	Yearly Salary			1	I-	Yearly Salary	alary
		Oilicers	- 1		Min.	Max.	Av.		Min. 1	Max.	Av.		Min.	Max.	Av.	-	Min.	Max.	Av.	Z Salary	, A		Min. Max. Av.	Av.
74. HutchinsonM	:::	::	\$1,650	H :	900 <b>\$</b>	000 ÷	000 :	: 4	\$585	\$ 585	\$585	0.4	\$585	\$ 585	\$585	33:	\$387	\$540	\$413		: : 	::	::	::
T	9,379	43	:  -	H	000	006	000	4	585	585	585	9	495	585	540	30	387	540	413		:	l i	:	:
75. Dubois, PaM	: :	: :	(a)	H :	720	720	720	: 4	495	585	540	8 :	495	585	540	33	405 383	450 450	394		::	::	::	::
T	9,375	48	•	н	720	720	720	4	495	585	540	8	495	585	540	39	383	450	397	:	:	:	Ŀ	Ŀ
176. Paris, Tex H		::	2,000		000	I,000	800	(a)	640	640	) (a) (b)	(a)	680 680	800	(e) 089	<u>©</u>	200	800	<u>@</u> @	::	::	<u>: :</u>	::	::
T	9,358	58		2	009	1,000	800	(a)	400	720	(g)	(g)	989	800	(a)	(a)	500	800	(g)	:	:	<u> </u> :	Ŀ	:
77. CorsicanaM Tex. F		: :	1,500		630	1,000	815	9.6	675 675	675 675	675 675	4:	630	720	653	2 S	585 387	585 540	585 491	::	::	: :	<u> </u>	::
T	9,313	38			630	1,000	815	2	675	675	675	4	630	720	653	56	387	585	495	:	:	1	:	<u> </u>
178. Frederick, Md. M	: :	::	(a)	нн	000,1	000 1,000	000	10	500	500 450	298	н:	450	450	450	7.3	195	300	241	::	::	::	::	::
T	9,296	33			900	1,000	950	9	234	200	300	I	450	450	450	01	150	300	224.		:	<u> </u>	:	:
179. WakefieldM Mass. F		: .	1,665	,	2,000	2,000	2,000	63	700	1,100 850	833	H 70	900	7000	700	т 04	380	500	500.	::	::	: :	: :	::
Т	9,290	99	:	н	2,000	2,000	2,000	0	200	1,100	722	9	009	1,000	725	41	380	009	469.	:		Ŀ	:	:
180. Ft. Madison, IA.M	: :	: :	1,400		006	% : % :	8 : 8 :	: "	540	540	540	<i>w w</i>	675 491	675 540	675 524	21	270	450	394	:::	::	::	::	::
T	9,278	30	:	н .	96	006	8	8	540	540	540	4	491	675	262	21	270	450	394	:		:	:	:
181. Iron Mountain.M Mich. F		: :	2,500	H :	1,100	1,100	1,100	ω4	665 665	760 808	713	н 4	713	713 618	713 618	47	428	570	502	::	: :	::	: :	::
	9,242	62	:	-	1,100	1,100	1,100	7	999	808	904	20	819	713	637	47	428	570	502		-	:	:	:
													-			-			-					-

a Not reported.

TABLE I-Continued

		No of					Нісн Ѕсноогѕ		r.s					ELE	ELEMENTARY SCHOOLS	VY SCH	LOOLS				Kindergartens	RGAR	TENS	
	Popula-	Teach- ers and	Yearly		Prin	Principals			Teachers	hers			Principals	ipals			Teachers	ers		Directors	ors	Te	Teachers	'n
Ž.	1900	Super- vising	_	-	Yea	Yearly Salary		-	Year	Yearly Salary		-	Year	Yearly Salary	, Y	2	Yea	Yearly Salary		o Yearly	ly N		arly	Yearly Salary
		Officers	_		Min.	Max.	Av.		Min.	Max.	Av.		Min. 1	Max.	Av.		Min.	Max.	Av.				n.Ma	Min. Max. Av.
482. MiddletownM O.	::	::	\$1,800	<del>- H</del> :	\$1,000 \$	\$I,000	\$1,000	<u>(a):</u>		\$ 750	(a)	::		: :	::	(a):	\$350	\$500	(a)	::	::	::	- : :	: :
T	9,215	45	:	H	1,000	1,000	1,000	(a)	909	750	(a)	:	:	i	i	(a)	350	500	(a)	:	:	:	<u>:</u>	:
483. Oskaloosa, Ia M	::	::	1,700	H :	1,000	1,000	1,000	4 1	585	585	\$ 585	⊛ •	630	\$ 630	\$ 630	34	360	450	\$418	::	:	5\$36	.0\$43	5 \$360 \$432 \$398
T	9,212	36	:	н	1,000	1,000	1,000	6	540	630	585	N	630	630	630	34	360	450	418	:	:	5 36	360 43	432 398
484. Webb City, Mo.M	::	::	1,200	٠:	006	900	% :	· rv	540	540	540	: "	495	495	495	23	338	540	398	-: :	: :	::	: :	::
T	9,201	35	1	-	8	86	8	ν.	540	540	540	8	495	495	495	23	338	540	398	:	· :	<u>:</u>		<u>:</u>
485. PhoenixvilleM Pa.	::	::	1,300	۳:	760	760	992	: 10	475	570	494	: "	428	475	459	: 17	333	428	405	::	: :	::	::[	
H	961,6	31	i	H	260	994	994	bs	475	570	464		428	475	459	21	333	428	405	:	· 	:	:	<u>:</u>
486. Batavia, N.YM	: :	::	2,000	н:	1,400	1,400	1,400	· 10	500:	: 00	580	::	::	: :	: :	36	350	. 00 :	. 44	::	: i	::	: :	::
H	9,180	45	i	H	1,400	1,400	1,400	ν.	200	009	580	:	<del> </del>	:	:	36	350	200	440	:	· :	<u>:</u> :	:	<u>:</u>
487. Keene, N. HM	::	::	009'I	н:	1,700	1,700	1,700	ни	0,00	900	900	н :	850	850	850	.: d34	.08	396	313	- : :	(e)	) (a)	Į	(a) (a)
T	9,165	84	:	H	1,700	1,700	1,700	99	009	80	675	1	850	850	850	<i>d</i> 34	208	396	313	:	(e) (c)	(g)		(a) (a)
488. Pasadena, Calif.M	: :	::	2,400	н:	1,300	1,300	1,300	1 4 T	1,000 810	1,000	1,000	<u> </u>	1,000	1,000 1,000	1,000	53	675	720	678	::		12 450		540 488
T	9,117	93	i	H	1,300	1,300	1,300	115	8 Io	1,100	910	. v	000,1	1,000	1,000	53	675	720	849	:	:	12 450		540 488
489. ChampaignM Ill.	::	::	1,900	: +	1,350	1,350	1,350	63	720	720	720	: 20	495	540	513	26	450	450	450	::		::		: :
T	860,6	46	:	н	1,350	1,350	1,350	6	720	720	720	N.	495	540	513	56	450	450	450	-	· :	<u>:</u>		<u>:</u>
								'						,	:	-		-						

a Not reported. c Including 1 assistant p b Including 1 assistant principal at \$570. d Including kindergarten

c Including 1 assistant principal at \$900.
d Including kindergarten teachers, number not reported.
f Including

e Included in elementary teachers. f Including 1 assistant principal at \$1,100.

TABLE I-Continued

Principals   Pri			No. of	11			F	Нісн Ѕсноогѕ	Н001	S					ELE	ELEMENTARY SCHOOLS	RY SC	HOOLS			×	INDE	KINDERGARTENS	FENS	
1900   1900						Prin	cipals			Теас	hers			Princ	ipals			Teac	lers		)irector	-8	Teg	Teachers	
Silving   Min.					ź	Yea	rly Salaı		- 5	Year	rly Salar		, i	Yea	rly Sala	ry	, v	Yea	rly Sala				_	arly 9	Yearly Salary
9,090 25 3.100 1 8 600 8 600 1 400 400 1 300 1 300 1 2 8 240 8 240 8 240 1 0 240 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Officers	- 1		Min.	Мах.				Max.		-		Max.	Av.		Min.	Max.				<u> </u>	. May	Min. Max. Av.
9,099 25 1, 1,500 1,500 1,500 (a) 1,200 1,200 1,200 1,200 1,200 (b) 800 800 (c) (b) 1,200	490. Newbern, N.CM		: :			<del>69</del> '	<del>69</del> .	oo : •	: H	\$400	\$400						19	\$240	\$240 300	\$240 . 281 .				::	
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	П	060'6			H	009	009	909	н	400	400	400	н	320	320	320	21	240	300	277.	:		Į.	:	<u> </u>
9,081 52 1 1,1500 1,1500 1,1500 (a) 1,1200 1,1200 (1,1200 1,1200	491. BrunswickM Ga.		::					1,500	::	::	::		(a)	1,200	1,200	1,200		800	808	(a) 800	<del></del>			<u> </u>	<u> </u>
$\begin{array}{cccccccccccccccccccccccccccccccccccc$	T						1,500	1,500	:	:	:		(a)	1,200	1,200	1,200	(a)	400	800	(a)	:		-	:	:
9,056	492. N. Tonawanda.M N. Y.		::		•			1,200	: 10	650	700		4 H	900	700	638	30 :	360	550	462	· i i i	: : 1	4	. \$47	5 \$428
9,036 57 1,000 1 900 900 720 720 720 3 720 720 720 48 360 540 492	Ţ						1,200	1,200	·N	650	700	089	30	909	700	630	30	360	550	462	:			0 475	5 428
9,036 57 I 900 900 900 2 720 720 720 720 720 48 360 540 492	493. Duquesne, PaM		::		•	•	% :	% : % :	: 0	720	720	720	: m	720	•	720		360	540	492	::			: :	::
8,991 No dat a obtaina ble I,300	T						86	8	8	720	720	720	3	720	720	720	48	360	540	492	:		:	:	<u>:</u>
8,991 No data obtaina ble	494. Cortland, N.YM		::		(g) :		::	::	: 10	550	650	570	::	::	::	: :	. 23		500	454	::			: :	
8,991 No data obtaina ble 1,900 I 1,300 I,300 I,300 I 700 650 1,000 I 1,300 I 1,000 I,000 I 1,	Ī						÷	i	10	550	650	570	:	:	:	:	25	400	200	454	:			:	:
8,974 40 I 1,300 I 1,300 I 1,300 I 1,000 I	495. Lancaster, O		ž	a obtaina	ple																				
8,974 40 I I,300 I,300 I,300 G,00 Too 667 5 650 Too 670 27 300 650 452	496. Alliance, OM		::		•			1,300	н 0	000	700	700	٠. :	650		670	27	300	650	452	::			: :	: :
8,962 41 1,800 1,000 1,000 4, 650 700 675 6 500 700 575 28 425 600 451	Ţ	8,974				<u> </u>	1,300	1,300	3	909	700	199	2	650	750	670	27	300	650	452.	:			:	:
8,962 41 I I,000 I,000 I,000 4 650 700 675 6 500 700 575 28 425 600 451	497. Lincoln, IllM		::				1,000	1,000	ню	700	700	700	w w	550	650	583 567	28	425		451	<u>: : : </u>			: :	: :
	T				I	1,000	1,000	1,000	4	650	700	675	9	500	700	575	88	425	9	451					:

b Superintendent also principal of high school.

a Not reported.

TABLE I-Continued

	-	No. of Teach.	Yearly				HIGH SCHOOLS	СНОО			j			ELE	MENTA	ELEMENTARY SCHOOLS	LOOLS			*	KINDERGARTENS	RGART	SNS
	Fopula- tion	ers and	Salary		Pr	Principals			Tea	Teachers			Princ	Principals			Teachers	ers		Directors	SIC	Teachers	hers
	1900	vising	Supt.	Ž		Yearly Salary	ary	2	Yea	Yearly Salary	ď.	ž	Year	Yearly Salary	Ą		Year	Yearly Salary		o Yearly	) A		Yearly Salary
		Omcers			Min.	Мах.	Av.		Min.	Max.	Av.	]	Min.	Мах.	Av.	-	Min.	Max.	Av.	Z Sala			Min. Max. Av.
498. WillimanticM Conn. F	::	::	(a)	۳ :	\$1,900	\$1,900 \$1,900 \$1,900	\$1,900	H 4	\$ 750	\$ 750	\$ 750	<b>⊗</b> :	\$I,200	\$1,300 	\$1,250	. 6	\$320		\$455	::	::	::	::
H	8,937	43	:		1,900	1,900	1,900	1	9	750	999	10	1,200	1,300	1,250	29	320	909	455			:	:
499. Lincoln, R. I	8,937 N	.0	dat a obtaina ble	ble		•																	
500. CumberlandM R. I. F		::	\$1,200	н :	1,000	1,000	1,000	: "	300	9	467	9 10	825 480	825 550	825	33:	. 6	520	454		::	: i	::
T	8,925	42	:	-	1,000	1,000	1,000	د	300	009	467	7	480	825	609	30	400	520	454	:	:	:	:
501. Sharon, PaM	::	::	1,600	: "		945	945	н о	900	900	900	: 1	585		614	: 45	405	585	434	-::	::	::	::
H	8,916	47	:	_	945	945	945	8	675	8	750	1	\$85	685	614	34	405	585	434	:	:	:	1
502. Berlin, N. HM	::	::	1,500	H :	1,100	1,100	1,100	: H			650	<u>(g)</u>	<u>@@</u>	<u>@@</u>	<u>(9</u> (g)	$\widehat{g}\widehat{g}$	325	700	700	<del></del>		::	: :
H	8,886	30		, F	1,100	1,100	1,100	-	650	650	650	(E)	(a)	(a)	(a)	(g)	325	700	(a)	ļ.,	·   :	:	:
503. Boone, IowaM	: :	::	1,800	7 :	810	810	810	ν ν	608 540	585	653 563	r 4	563 563	563 563	563 563	: 4	360	518	425	::		::	::
H	8,880	28	:	_	810	810	8ro	7	540	869	588	ıv.	563	563	563	4	360	518	425		<u> </u>	:	:
504. Long BranchM N. J.	::	::	b3000	(e)	: :	: :	::	7.3	1,000	1,400	1,133	4 H	800	1,300	975 800	: 94	450	700	555	<del>-:</del> :	::	4	\$450 \$550 \$519
H	8,872	11	i	:	:	:	i	013	200	1,400	880	10	800	1,300	940	46	450	700	555			4 450	550
505. Chambersburg M Pa.	::	::	1,000	- :	720	720	720	: "	450	585	525	m m	495 450	522	513 474	. 56	315	405	341	::	::	::	::
H	8,864	37	:	-	720	720	720	3	450	585	525	9	450	522	404	56	315	405	341	<u> </u>   :			:

TABLE I-Continued

		lary	Av.	\$360 \$440 \$410	410	::	] :	::	]	::	<u> </u>	::	:	::	:	::	:	::	]:
SNS	hers	Yearly Salary	Min. Max.	\$440	440	: :	:	::	:	: :	:	i.:	:	::	:	::	1:	::	<del>:</del>
KINDERGARTENS	Teachers	Year	Min.	\$360	360	: :	:	::	:	::	:	: :	:	::	1	: :	1:	::	:
DERG		2		: 4	4	::	1	::	:	::	:	::	:	::	:	::	:	::	:
KIN	Directors	Yearly	Salary	: :	:	: :	:	::	:	::	:	::	:	::	:	: :	:	::	:
	Ä	-0	N_		452	423	423	964	9	391	1 :	438	438		100	::	495	: : · &	:   ∞
		ıry	Av.	\$452					496		391			(b)	(b)	495			809
	hers	Yearly Salary	Max.	\$560	260	550	550	800	800		400	500	500	540	540	495	495	750	750
HOOLS	Teachers	Yea	Min.	\$400	400	325	325	280	280	320	320		400	360	360	495	495		009
RY SC		Ž			14	30:	30	: 0	20	31	31	20	29	30	30		626	36	36
ELEMENTARY SCHOOLS		2	Av.	\$500	500	: :	:	707	707	600 550	567	630	630	765	612	630	630	850	850
ELI	Principals	Yearly Salary	Max.		200	::	:	800	800	550	9	650	650	810 630	810	630	630	850	850
	Princ	Yea	Min.	\$500	200	::	:	640	640	550	550	550	550	360	360	630	630	850	850
		No.		: H	-	::	:	ю:	6	1 2	8	· 10	2	9 60	,	· 10	25	. "	8
		Y	Av.	\$600	009	675 636	644	. 800	800	683 550	9	800	800	::	:	618 604	209	720	720
	Teachers	Yearly Salary	Max.	000	909	700	750	. 00	800	800	800	800,1	1,000		:	650	700	. 800	8
S	Teac	Year	Min.	009	909	650 550	550	. 00	800	500	500	800	650	::	:	585	585	700	78
Ю Н				1 0	3	1 10	0	· m	60	ωw	00	1 7	8	::	:	7 10	0	; v	N.
Нісн Ѕсноогѕ		ry	Av.	\$1,200	1,200	1,050	1,050	: :	i	1,000	1,000	1,250	1,250	0006	900	1,200	1,200	2,400	2,400
-	Principals	Yearly Salary	Max.	\$1,200	1,200	1,050	1,050	: :	:	1,000	1,000	1,300	1,300		900	1,200	1,200	2,400	2,400
	Prin	Yea	Min.	\$1,200	1,200	1,050	1,050	: :	:	1,000	1,000	1,200	1,200	006	900	1,200	1,200	2,400	2,400
		Š		<b>"</b> :	н	<b>H</b> :	H	(a)	:	н:	1		N	: н	н	<b>"</b> :	F	H :	H
Venelu	Salary	Supt.		\$1,800	i	2,000	:	42,100	:	1,600		2,000	:	1,900	:	1,800	i	2,500	
		vising		::	52	::	45	::	27	::	46	::	46	::	39	::	55	::	51
	Popula-		,	::	8,804	: :	8,791		8,713	::	8,696	: : :	969,8	::	8,663	: :	8,618	: :	8,603
•	Cirv			506. Webster, Mass.M	L	507. Elyria, OM	T	508. Selma, AlaM	I	509. Owosso, MichM	T	sro. Xenia, OM	Т	511. St. Cloud, MinnM	H	512. Wabash, IndM	T	513. Arlington,MassM	T

BLE I-Continued

Popula- tion 1900 8,551 8,542	Supt.	2 2	Ģ.				Topobour										ĺ		-		
8,551 8,552 8,542 8,542 8,542	•		•	Principals			TCAC	ners			Principals	als			Teachers	ers	_	Directors	I.S	Tea	Teachers
8,540 		<u>ر</u> ک		Yearly Salary	ary	I	Year	Yearly Salary		ž	Yearly	Yearly Salary		- 2	Year	Yearly Salary		o Yearl	2	1—	Yearly Salary
8,542	\$1;°		Min.	Max.	Av.		Min.	Max.	Av.		Min.   M	Max.	Av.	_	Min.	Max.	Av.	z Salary		<u> </u>	Min. Max. Av.
8,542		00 :	1 \$ 900	oo6 ÷	00 :	4 H	\$750	\$750	\$750	; ⇔	675	675 \$	675	4.8	\$455	\$491	\$479 480	::		::	::
8,542		1	ооб 1	80	8	, v	750	750	750	8	675	675	675	27	437	500	480.		_		1:
8,542		1,500	1 1,600	009,1	1,600	7	800	800	800	u u	1,1000 1,	1,150 1	1,125	: %	30.	500	437	::		::	::
8,540	. 9	:	1,600	009,1	1,600	8	400	800	625	4	009	1,150	888	30	300	200	437	:		:	:
8,540	٠		• • •		::	::				::		::	::	<u>(a)</u>	<u>@@</u>	(a)	<u>6</u> 6	::	::	::	::
		٠:-	(a) (a)	(a)	(g)	(a)	(a)	(a)	(a)	(a)	(g)	(a)	(a)	46	(a)	(a)	b371.	:		:	1:
517. Merrill, Wis 8,537 No da	No dat a obtaina ble	inabl	_ <u>e</u> _																		
518. Warren, O M		2,400	I 700	0 1,700	1,700	4 10	713	800	756	8 H	700	800	750	36	361	575	489	::		::	::
T 8,529 52		 	I 1,700	0 1,700	1,700	6	550	800	069	<u>س</u>	700	800	742	36	361	575	489			:	:
519. Annapolis,MdM $\stackrel{\dots}{F}$		c750 (c	;;; (9) ::		::	: 8	300	30:	300:	: "	450	450	450	. I	30:	300	300:	::		::	::
T 8,525 21			:	:	i	0	300	300	300	-	450	450	450	15	300	300	300.	:		<u>:</u>	:
520. Rochester, N.H M		1,400	1.100	0 1,100	1,100	на	200	650	600	::;	- · · - : :	::	::	.88	333	. 04	369	::		::	::
T 8,466 35		<u> </u>	I 1,100	001,100	1,100		200	650	583	:	<u>.</u>   :			28	333	400	369	:		:	:
521. Peru, IndM		1,700	I,000	o I,000	I,000	<i>w w</i>	540 495	810 720	690 585	0.00	540	540 540	540 540	32 I	495 350	495	495	::		::	::
T 8,463 47		:	I 1,000	000,1	1,000	9	495	810	638	ν,	540	540	540	33	350	495	467	:		:	i
																		<del>-</del>			

TABLE I-Continued

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	y.	Yearly Salary	Min. Max. Av.	::		6\$225\$405\$285	405 28	<u>::</u> ::		400	400		<u> </u>	:   :	- : : - : :	:	- : : - : :	:   :	
TENS	Teachers	early	n. Ma	- : :	:   :	25	225 40	- : : - : : :	:   :	350 46	35 46		::	:	::	:	: : : :	:   :	
RGAE	Te		_	- : :	:	6	9	::	:	. 89	, m		- ; ; - ; ;	:	::	:	: :	:	
KINDERGARTENS	-2	2					<u> </u>				<del>  -</del>								
K	Directors	Yearly		::	Ė		:	<u> </u>	:	<u> </u>	:		::	:	::	:	::	:	
		.0	Av.	\$396	396	405 395	395	383	383	. 44 	444		(b)	(e)	487	487	396	396	
		Salary		\$396	396	405 585	585	. 009	009	850	850		495 (	495 (	585	585	475	475	
	Teachers	Yearly Salary	Max.								ĺ							ĺ	
HOOLS	Tea	Y	Min.	\$396	396	405	270	250	250	350	350	·	495	270	375	375	280	280	
RY SC		ž	3	34	34	22	23	19	19	. %	28		(q)	(g)	. 2	23	. 43	43	
ELEMENTARY SCHOOLS		y	Av.	: i	E	\$675	675	. 00	009		299		<u>(6)</u>	(q)	750	750	588	288	
ELE	Principals	Yearly Salary	Max.	::	i	\$675	675	: 00	900	850	850		(g) (p)	(q)	800	800	. 009	og g	
	Princ	Year	Min.	::	i	\$675	675	. 00	009	. 009	009		(g)	(e)	650	650	550	550	
		- 02	-	::	:	н:	н	: "	6	:9	9		<b>(9)</b>	(g)	юн	4	: 4	4	
		<u>,</u>	Av.	513	019	765 675	720	875	730		299		645 645	645	650	269	850	570	
	hers	Yearly Salary	Max.	\$1,000 \$1,000	1,000	810 720	810	1,100	1,100	i	1,000		675	675	650	720	850	850	
	Teachers	Year	Min.	\$1,000 \$	450	720	630	650 550	550	500:	200		630	630	650	650	850	425	
CHOOLS		2		н 4 \$	52	0 0	4	.n m	w	:0	9		<i>w w</i>	9	н а	<u>س</u>	IO	Ħ	
Нісн Ѕсноогѕ		r,	Av.		i	\$1,000	1,000	: : :	:	1,000	1,000		1,200	1,200	::	:	: :	:	
ш	Principals	Yearly Salary	Max.	::	i	\$1,000	1,000	: :	:	1,000	1,000		1,200	1,200	::	i	: :	i	
	Princ	Year	Min.	: :	:	\$1,000	1,000	: :	i	1,000	1,000		1,200	1,200	<u> </u>		::	i	
				(a)	:	H :	н	(a)	:	н:	Ħ	ple	н :	H	(a)	:	(a)	:	
Zon-l-	Salary	Supt.		a\$1,900	:	1,700	:	<i>a</i> 1,700	i	2,000	:	obtaina	1,700	:	<i>a</i> 1,250		42,500		
No. of		vising		::	43	::	37	::	29	::	48	No dat a obtaina ble	::	62	::	31	::	63	
	Popula-	906	5_	::	8,448	: :	8,439	::	8,437	::	8,434	8,420 N	: :	8,382	::	8,381	::	8,360	
	P.	¥	_	ÄΉ	H	Äμ	Н	¥₩	H	ΜΉ	H	<del>.</del>	ZH.	E	ÄΉ	[-	ÄH	H	
	Cirv			522. Вате, VtМ		523. Fremont, OM		524. WatertownM Wis.		525. PlattsburgM N. Y.		526. Pekin, Ill	527. Kewanee, IllM		528. Astoria, OreM	e	529. TorringtonM Conn.		

b Not reported.

a Superintendent, also principal of high school.

TABLE I-Continued

Proposition   Proposition				1			-	HIGH SCHOOLS	HOOL	S					TTT	MENTA	ELEMENTARY SCHOOLS	HOOLS		)	<b>-</b>	KINDERGARTENS	RGAR	ENS	
State   Stat	-2	Popula-		Y early Salary		Prin	cipals			Teac	ers			Princ	ipals			Teac	hers		Directo	Is	Tea	chers	
Rayo  No data sobtains ble   Rayo  No data		1900			ź	Yea	rly Sala		- 6	Year	y Salary		-	Yea	ly Sala	Α.	2	Yea	rly Sala			,	<u> </u>	ırly S	Salar
8,297/No data obtains ble         8,297/No data obtains ble         8,297/No data obtains ble         8,297/No data obtains ble         8,297/No data obtains ble         8,297/No data obtains ble         8,200         1,500		_	Omcers		5	Min.	Max.	_		_	_	_		-	Max.	Av.		Min.	Max.					Max	A.
8,244 47 1,1,500 1,500 8,1,500 8,1,500 1,500	530. Palestine, Tex	8,297	No data	obtaina	ple																				
8,263 38 1 1,500 1,500 1,500 5 600 ,730 630 29 360 850 444 20 360 850 444 2,100 1 1,400 1,400 2 665 900 665 4 870 870 870 32 428 428 428 1,100 1 1,400 1,400 6 570 900 665 4 870 870 870 870 870 870 870 870 870 870	531. Ware, Mass F		::	\$2,000	<b>"</b> :	\$1,500	\$1,500	\$1,500	н 4	0009	\$600	\$600	::	::	::	::	23	\$850 360	\$850	\$850 430	::				::
8,244 47 1,600 I 810 810 1,400 1,400 65 50 900 665 4 \$770 \$570 32 428 428 428 428	T	8,263		:	ĺ	1,500	1,500	1,500	32	909	,750	630	:	:	:	:	29	360		444			1		:
8,244 47 I 1,400 1,400 1,400 6 570 900 665 4 570 570 570 570 32 428 428 428	532. Titusville, PaM F		::	2,100	•		1,400	1,400	9.4	665 570	900	783 606	: 4	\$570	\$570	\$570	. 32	428		428					::
8,226 25	T			:	I		1,400	1,400	9	570	8	999	4	570	570	570	32	428	1	ŀ		<u> </u>	L		<u>:</u>
8,226 25 1,800 1,8	533. Cambridge, OM		::	1,600		810	810	810	на	585 495	585 495	585 495	3 1	540 450	540 450	540 450	33 :	270		366	::				-::
8,226 25 1,800 1,600 I 900 900 2 585 675 630 I 405 525 825 825 825 826 444 1,800 I 900 900 900 900 900 900 900 900 900	T	8,241	42	:	I	810	810	810	3	495	585	525	4	450	540	473	32	270		366	-		<u> </u>	<u> </u>	:
8,226 25 1,600 I 900 900 2 585 675 630 I 495 495 1450 405 500 443 1500 I 900 900 900 900 900 900 900 900 900	534. Bowling Green. M Ky.		::	1,800	1		: :	::	::	::	::	: :	Н 6	825 525	825	825 563	16 16	425		438	::				::
8,223 48 I 500 I 900 900 5 585 675 630 I 405 405 355 503 31 450 405  8,227 No data obtaina ble I 1,500 I 1,	I		25	:			i	:	:	:	:	:	e	525	825		20	400		443	-			<u> </u>	:
8,227 No data obtaina ble	535. Emporia, Kan N		::	1,600	H :	900	900	900	9 00	585	675 675	630	т 7	495	495 525	495 503	31	450		465	::				<u>::</u>
8,150 38 1 1.500 1,500 1,500 44 525 800 604 31 275 400 363	L			:	н	000	900	900	J.C.	585	675	621	∞	495	525	502	31	450		465	:				:
8,150 38 1 1,500 1,500 1,500 44 525 800 604 31 275 400 363	536. Laramie, Wyo	8,207	No dat	1 obtaina	ble																				
8,150 38 1 1,500 1,500 a4 525 800 604 31 275 400 363	537. Rockland, Me N.		:::	1,100	•		1,500		ню	800	800	800	::	::	<u> </u>	: :	31	275		363					<u>::</u>
	L		38				1,500	1,500	44	525	800	604	:	i	:	:	31	275		363	:	ļ	l	:	:
							-									***************************************					1				

a Including 1 assistant principal at \$800.

TABLE I—Continued

		No. of	Vesselve			E	HIGH SCHOOLS	100Н.	S.					ELE	ELEMENTARY	чу Всн	Schools				KINDERGARTENS	ARTE	NS	
Cirv	Popula-	Teach- ers and	Salary		Prin	Principals			Teachers	hers			Principals	ipals			Teachers	ers	Ω	Directors		Teachers	ers	
	1900	Super-		5	Yea	Yearly Salary		- 52	Year	Yearly Salary		- 67	Year	Yearly Salary	'n	, N	Year	Yearly Salary	,	Yearly	2	Year	Yearly Salary	r.
	_	Omcers			Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av.		Min.	Max.	Av. Z	Salary		Min.	Min. Max. Av.	<u>  -</u>
538. Columbus, Ind. M	::	::	\$1,800	H :	\$1,000 \$1,000	\$1,000 \$	\$1,000	9 10	\$ 585	\$ 720	\$ 653	::	::	::	::	32.8	\$540	\$720	\$583 485	:::	•	\$360	3\$360\$450\$390	390
[+	8130	. 55	:	-	1,000	1,000	1,000	1	450	765	643	:	:	:	:	6	405	720	505	:	8	360	450	390
539. Chippewa Falls.M Wis.	: :	::	1,850	н:	810	810	8 :	H 4	630	630 675	630 675	н:	\$585	\$585	\$585	29	383	540 473	510	; :	::	: :	: :	::
T	8,094	43	i	-	810	810	810	7.	630	675	999	-	585	585	585	32	383	540	443	:	:	:	:	: ·
540. Tyler, TexM	: :	::	1,500	н:	1,000	1,000	1,000	H N	675 540	675 540	675 540	ιν :	450	90 :	684	. 5	315		390:	: :	::	: :	: :	: :
H	8,069	34	:	н	1,000	1,000	1,000	3	540	675	585	10	450	006	684	24	315	450	390	:	:	:	:	:
541. Huntsville, Ala. M		::	1,200	::	::	::	::	н 8	360	540 360	540 360	::	::	::	::	: 0	360	360	360	: :	::	::	: :	::
T	8,068	13	:	:	:	:	:	3	360	540	420	:	i	:	:	6	360	360	360	:	:	:	:	:
542. Wellston, OM	: :	::	1,350	н:	006	000	900	: =	540	540	540	۱: ۳	650	650	650	. 27	360	450 650	383	: : :	::	::	: :	::
H	8,045	37	i	н	900	900	900	н	540	540	540	61	650	650	650	31	315	650	349	:	:	:	:	:
543. Warren, PaM	:::	::	42,250	: (a)		: :	::	νω	675	855	836	ни	857	857 558	857	33.	333	513	378	::	::	::	: :	::
T	8,043	52	:	:	:	.:	:	8	630	1,000	801	9	405	857	552	33	333	513	378	÷	:	:	:	:
544. Laconia, N.HM	::	::	1,250	н:	1,200	1,200	1,200	ню	0009	200	200	::	::	::	: :	: 88	360	540	385	::	::	: :	::	: : !
T	8,042	37	i	н	1,200	1,200	1,200	4	009	200	625	:	- :	:	:	28	360	540	385.	:	:	:	:	:
545. Danville, Pa M	: :	::	1,200	н;	900	006 :	900 :	н 8	630 495	630	630 598	٥ :	595	595	595	23	315	540	377	:::	: :	::	::1	::
T	8,042	31	:	н	8	90	006	8	495	700	809	(1)	.595	595	595	23	315	540	377	:	:	:	:	:

a Superintendent also principal of high school.

TABLE I-Concluded

		ary	Av.	::	] :	::	:
SN	ers	Yearly Salary	Лах.	::	<u>:</u>   :	::	<u>:</u>   <u>:</u>
ARTE	Feachers	Yearl	Min. Max. Av.		:	·: :	:
KINDERGARTENS	Ç-1	- 2	2	::	:	::	:
Kin	irectors	Yearly	Z Salary	::	:	: :	:
	Ιä	.0	l	\$351	351	736	\$736
		ary	Av.	l		•	
	Teachers	Yearly Salary	Max.	\$405	405	810	\$810
HOOLS	Teac	Ye	Min	\$300	300	. 009	\$600
ARY SC		2		: 50	26	34	34
ELEMENTARY SCHOOLS		ary	Av.	\$ 585	267	1,200	3 \$1,200 \$1,200 \$1,200
EL	Principals	Yearly Salary	Max.	\$ 540 \$ 630 3	630	1,200	\$1,200
	Prin	Ye	Min.	\$ 540	495	1,200	\$1,200
		ž		4 н	5	· :	3
		ry	Av.	\$ 653 495	558	1,080	\$1,080
	Teachers	Yearly Salary	Max.	\$ 585 \$ 720 \$ 653 495 495 495	720	1,080 1,080	5 \$1,080 \$1,080 \$1,080
STO	Tea	Ye	Min.	\$ 585	495	1,080	\$1,080
СНОС		ž	5	9.80	,	9 10	S
Нісн Ѕсноогѕ		ary	Av.	006 \$ 006 \$ I	86	1,350	\$1,350
	Principals	Yearly Salary	Max.	60 €	86	1,350	\$1,350 \$1,350 \$1,350
	Prin		Min.	000 : <b>\$</b>	006	1,350	\$1,350
		2	<u>.</u>		-	H :	"
;	Yearly Salary	of Supt.	•	\$1,500	:	2,250	:
	Teach- ers and		Officers	::	41	::	44
	Popula-				8,012	::	000,72
	Ş.			546. Moberly, MoM	T	547. Cripple Creek . M Colo. F	T

a Population Census Bureau estimate of 1903.

TABLE 11.—CLASSIFIED YEARLY SALARIES OF TEACHERS (NOT INCLUDING PRINCIPALS) IN HIGH SCHOOLS

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. H H H S : 9
4 2 5 6 6

a Including 1 assistant principal at \$2,400. b Including 10 heads of departments at \$3,000. c Including 1 assistant principal at \$2,402. d Including 2 assistant principals at \$1,700 to \$2,100, average \$1,800. f Including 10 assistant principals at \$1,700 to \$2,100, average \$1,800.

TABLE II-Continued

			N	MBER	NUMBER OF HIGH	ен Ѕст	1001	EACHE	ERS (NC	or Inc	SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	PRIN	CIPALS	) REC	EIVING	Y Y	EARLY	SALA	RY OF-	,			Total	
Спх	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 tounder u	\$900 or under \$950	\$950 \$ or nuder u	\$1,000 \$ or urder u	\$1,100 \$1 or under ui \$1,200 \$1	\$1,200 \$ or under u \$1,300 \$	\$1,300 \$ or or or or or or or or or or or or or	\$1,400 \$ or under u	\$1,500 \$ or under u \$1,600 \$	\$1,600 \$ or under u	\$1,700 \$ or under u \$1,800 \$	\$1,800 \$ or under \$1,900 \$	\$1,900 \$ or under \$2,000	\$2,000 S	School Teach- ers	Average Yearly Salary
9. San Francisco, Calif.M	::	::	::	::	: : :	: н	::	::	::	::	::	, H E	::	w ru	H:	: "	13	13	::	13	::	::	424	\$1,641 1,409
T	:	:	:	:	:	н	:	:	:	:	:	14	:	8	I	0	4	28	:	81	:	:	92	1,513
ro. Pittsburg, Pa M	::	::	::	::	::	::	::	::	::	::	::	39	::	::	::	::	9 0	::	::	οн	2 H	::	43	1,571 1,063
H	:	:	:	:	:	:	:	:	:	:	:	43	:	:	:	:	∞	:	:	A	8	:	64	1,230
11. Cincinnati, O	::	::	::	::	::	: "	: :	н а	::	::	::	::	н	38	::	::	::	e :	и:	н:	::	12:	42 22	1,755
T	:	:	:	:	:	н	:	3	:	:	:	:	0	6	:	:	:	3	61	H	:	12	64	1,369
12. Milwaukee, Wis M	::	::	::	::	::	: H	: н	: н	٥:	u 4	::	40	u n	2.8	н п	<i>a</i> :	n :	<b>#</b> :	и:	::	::	::	36	1,226
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13. Detroit, Mich F	::	::	::	::	::	9 9	нн	: #	: "	0 0	: 0	12	10	9 г	::	: 6	2:	н:	н:	::	::	::	34	1,171
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14. New Orleans, LaM	::	::	. 8	::	: 9	::	 14	::	::	::	::	: 0	∞ :	٥:	н:	::	::	<b>'</b> ::	::	::	::	::	25	1,170
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15. Washington, D.CM	::	9.6	: "	9 1	9	401	15	13	90	12	7-4	23	:н	12	н:	::	3	::	::	::	::	::	83 119	896 839
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16. Newark, N. JR	::	::	::	::	::	::	::	::	::	: =	::	: 0	: 0	21	н:	н	::	н 8	::	н:	::	13	17 29	1,988 1,203
T	:	:	:	:	:	:	:	:	:	1	:	01	8	21	н	6	:	6	:	н	:	13	46	1,493

a Including 3 assistant principals at \$1,080 to \$1,350, average \$1,170.

TABLE II-Continued

\$\frac{\partial \text{figure}}{\partial \text{figure}} \begin{array}{cccccccccccccccccccccccccccccccccccc	Nu \$550 or under	\$500 \$5	NUMBER OF HIGH SCHOOL TEACHERS 55.9   55.0   57.0	\$\frac{\$600}{\$00} \rightarrow \frac{\$500}{\$00} \rightarrow \frac{\$500}{\$00} \rightarrow \frac{\$700}{\$00} \rightarrow \frac{\$750}{\$00} \rightarrow \frac{\$500}{\$	\$\frac{\partial \text{50}}{\partial \text{50}} \  \frac{\partial \text{50}}{\partial	SCHOOL TEACHERS   \$700   \$750   \$750   \$800   \$800   \$10	\$150 See See See or or or or or or or or or or or or or	\$800 \$80 or	SRS Sec.	Z   0, 1	\$900 or	\$950 Surgicial	\$1,000	\$1,100	S) RE	\$1,300 or	G A Y 51,400 or under	EARLY \$1,500 or	\$1,600	A YEARLY SALARY OF—  400 \$1.500 \$1.600 \$1.700 \$1  or or  or or  der under under un	,800 or or	\$1,900 or		Total High School Teach-	Average Yearly Salary
		<b>₽</b> 200	\$550		\$650	\$700	\$750									\$1,400	\$1,500	\$1,600		\$1,800			Over	ers	
	rsey City, N. JM		::	::	::	::	::	: :	: н	::	::	::	: "	::	14	::	::	н:	::	::	: :	н:	н:	3	\$1.933 1.163
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	18. Louisville, KyM	::	::	::		::	: H	3	: 0	::	9:	::	23 4	::	10	o :	::	0:	: :'	::	۰:	::	::	38	1,197
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	linneapolis, MinnM	::	: :	::		. I	: 10	: 0	. 14	122	37	122	HOI	7 0	1 1	::	::	H :	::	::	: :	::	::	32	1.064 894
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b Not including 6 student teachers at \$400. a Including 1 assistant principal at \$2,400.

TABLE II-Continued

	h Average ol Yearly h- Salary	19 \$1,200 20 908	39 1,050	49 1,345 51 1.096	100 1,218	11 1,155	22 1,080	23 I,097 47 I,131	70 1,120	24 I.433 46 851	1,051	17 36 1,169	b53 1,222	21 1,150 34 769	655 895	11 1,664 45 758	d56 936
Tota	High School Teach- ers						1				a70		b5				
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	\$1,900 or under \$2,000	::	:	<b>"</b> :	-	::	:	::	:	::	:	::	:	::	:	::	:
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YEARLY SALARY OF-	\$1,700 or under \$1,800	::	:	4 :	4	::;	:	::	:	9 :	ci	T:	"	::	:	<b>+</b> :	-
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∢	\$1,400 or under \$1,500	::	:	00	12	8.9	73	::	:	9:	9	::	:	٠: ١	a	::	:
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NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING	\$1,200 or or under \$1,300	н:	٦	5 6	H	2 I	8	9 6	15	::	:	10	32	N 64	7	н	8
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LUDING	\$950 \$ or under u	н:	г	::	:	::	:	н 0	3	: 0	61	::	:	нн	81	::	:
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	Спт	25. Toledo, Ohio F		26. Denver, Colo		27. Allegheny, Pa F		28. Columbus, Ohio M		29. Worcester, MassR		30. Los Angeles, Calif M		31. New Haven, ConnM		32. Syracuse, N. Y	

a Including 4 assistant principals at \$600 to \$700, average \$650.
b Including 7 heads of departments at \$1,650 to \$1,750, average \$1,664.

c Including x assistant principal at \$2,000. d Including x assistant principal at \$2,100 and 6 heads of departments at \$1,800.

TABLE II-Continued

			ğ	MBER	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING	GH SC	T 1001	EACHE	RS (N	OT INC	CLUDIN	G PRI	NCIPAL	S) Kı	ECEIVI	4	/ EARL	VEARLY SALARY	ARY OF-	j			Total	
Спу	Under	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or or under u	\$250 or under \$900	\$900 or under \$950	\$950 or or under \$1,000	\$1,000 or under \$1,100	\$1,100 or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
33. Fall River, Mass F	::	::	::	::	::	::	::	н а	::	: "	::	20.1-	<b>#</b> :	: "	::	::	::	۳:	н:	::	::	H :	01	\$1,220
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35. Omaha, NebR	::	::	::	::	: 10	::	9.10	::	: +	::	ан	263	и:	9 9	: :	::	۳:	::	::	: #	::	::	12	190,1
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36. Paterson, N. JR	::	::	::	::	::	::	::	::	::	15	::	::	::	∞ :	::	::	::	::	::	::	::	::	8 15	1,200
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38. Scranton, PaF	:::	::	::	::	::	::	: +	::	: "	: H	: H	4 4	4 10	<b>H</b> :	::	нн	άн	::	т:	::	::	::	15	1,273
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39. Lowell, MassF	::	::	::	::	: "	: "	::	17	::	: "	::	: =	::	::	::	::	£ :	::	::	::	::	۳:	24	1,383
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40. Portland, Ore F	::		::		::	::	::	::	::	: H	вн	13	::	::	::	::	::	::	::	::	::	::	15	979
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TABLE II-Continued

			No	MBER	OF HI	NUMBER OF HIGH SCHOOL	100r	EACHE	RS (NO	T INC	LUDING	, PRIN	CIPALS	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	INING	A YE	VRLY S	SALARY	7 OF-			H	ltal	
Спт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600, or under	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or or under \$900 \$	\$900 sr or under \$950 \$	\$950 Sunder number \$5,000 \$	\$1,000 \$1 or under un \$1,100 \$1	St,100 St or under un \$1,200 St	\$1,200 \$1, or under un \$1,300 \$1,	\$1,300 \$1, or under un \$1,400 \$1,	\$1,400 \$1,500 or under under \$1,500 \$1,600		\$1,600 \$1, or under un \$1,700 \$1,	\$1,700 \$1,800 or or under under \$1,800 \$1,900		\$1,900 or under \$2,000	Sc.000 Sc or Te	High A School Teach-	Average Yearly Salary
41. Cambridge, MassM	::	: н	::	: 8	::	нх	: 10	::	H:	::	: 20	· :	· :	9 9	тня	· .		н:	::	::	::	د	014	\$1,337
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44. Dayton, Ohio F	::	::	::	::	::	: "	::	: "	::	: 0	4.0	9 V	7 1	٥:	ო:	<b>H</b> :	::	::	::	::	::	-::	17	1,196
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46. Grand Rapids, MichM	::	::	::	: "	01 01	::	H: 4	63	: H	: 4	: #	7 2	::	юн	: "	::	::	::	::	::	::	::	28	979
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47. Hartford, Conn Parti	Parti	ਫ	rep ort on ly	ly																		- ,-		
48. Richmond, VaR	::	27	::	::	::	::	: н	::	::	4:	::	::	۳:	::	::	::	::	::	::	::	::	::	2002	945 549
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a Including 1 assistant principal at \$1,250. b Including 1 assistant principal at \$2,500.

c Including 1 assistant principal at \$1,440.
d Including 2 assistant principals at \$792 and \$1,125, average \$959.

TABLE II-Continued

V	Average Yearly Salary	\$1,238 890	1,044	1,150	1,022	889	710	917 875	889	970 854	988	843	800	1,417	983	1,333	1,056
Total	School Teach- ers	8 01	18	7	91	16	30	12	18	13	18	10	11	6	18	12	431
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:	·: :	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	٠:	H
Y OF-	\$1,700 \$ or under \$1,800	:::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
SALAF	\$1,600 \$ or under u \$1,700 \$	::	:	::	:	::	:	::	:	::	:	::	:	٥ :	6	::	:
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A VEARLY SALARY OF-	\$1,500 \$ or under u	٦:	H	۰ :	a	::	:	::	:	.: :	:	::	:	н:	-	н:	H
A VE	\$1,400 \$1 or under un \$1,500 \$1	-::	:	۳:	-	::	:	::	:	::	:	::	:	α:	1 0	9:	9.
SIVING	\$1,300 \$1 or under ur \$1,400 \$1	-::	:	::	:	::	:	::	:	::	<u> </u>   :	::	:	::	:	::	:
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СНООГ	\$750 or under \$800		<u>                                   </u>	::	:	: 4	4	::		::		::		: 0	°	нн	. 61
IGH S	\$700 or under \$750			: 0			∞		·   :	нн		· · ·					-
OF H	\$650 or under \$700	::						::					:		:	: :	:
MBER	\$600 or under \$650	::	:	::	:	·		::		::	:	::	:	::	:	: *	:
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	\$500 or under \$550	::	:	::	:	н:	H	::	:	::	:	::	:	::	:	::	
	Under \$500	::	:	::	:	::	:	::	:	::	:	´::	:	::	:	::	·
	Сітх	49. Reading, PaR	T	50. Nashville, TennF	T	51. Wilmington, DelM	T	52. Camden, N. J	H	53. Bridgeport, Conn F	T	54. Trenton, N. J F	H	55. Troy, N. Y	T	56. Lynn, Mass F	T

a Including 1 assistant principal at \$1,800.

TABLE II—Continued

-			N	NUMBER OF		Нісн Ѕсноог	T TOOF	TEACHERS	RS (NC	T INC	(NOT INCLUDING PRINCIPALS)	PRINC	CIPALS		RECEIVING A	A YE	VEARLY SALARY	SALAR	Y OF-			Tot		
Спт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or under u	\$900 to or number u	\$950 \$1 or under ur \$1,000 \$1	\$1,000 \$1 or under ur \$1,100 \$1	\$1,100 \$1 or under ui \$1,200 \$1	\$1,200 \$1 or under ui \$1,300 \$1	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under \$1,600 \$1	\$1,600 \$1 or under u	\$1,700 \$1, or under un \$1,800 \$1,	\$1,800 \$1 or under un \$1,900 \$2	\$1,900 or under \$2,000 Over	\$2,000 School or Teach- Over ers		Average Yearly Salary
57. Oakland, CalifM	::	::	::	: :	::	::	::	::	::	::	::	нн	: 0	3 14	8	::	- 6 :	::	::	::	::	<u>.</u> ::	13	\$1,306 1,250
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58. New Bedford, Mass.M	::	::	::	::	::	::	::	::	::	::	::	: O	::	: ;:	::	-::	٥:	<b>#</b> :	::	н:	н:	::	5 01	1,660
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59. Somerville, MassM	::	::	::	: 0	::	::	::	::	::	. 0	::	Э Н	::	: 4	::	::	::	::	٠:	::	::	٥ :	20	1,690
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60. Lawrence, Mass F	::	: н	: :	: "	: :	14	; H	9 10	::	0 0	-::	Н 6	::	H :	<del>"</del> :	::	::	н:	::	::	::	::	0 4	1,022
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61. Springfield, Mass M	::	::	::	; #	: 0	3	. 10	ню	: H	: н	::	1 9	н:	3 0	H :	<b>H</b> :	нн	::	::	::	::	4:	17	1,379
Ţ	:	:	:	H	8	4	, v	4	Н	н		7	H	6			0	:	:	   :	:	4	43	1,084
62. Des Moines, Iowa	Parti	al rep	ort on	· ki																				
63. Savannah, GaR	::	::	:::	::	::	::	::	::	::	::	::	: "	::	и:	: н	::	::	::	::	ო:	::	::	20.50	1,560
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64. Hoboken, N. JR	::	::	::	::	::	::	::	::	::	::	: 4	::	::	ı :	::	:::	::	::	::	::	::	::	1 1	1,200
T	:	:	:	:	:	:	:	:	:	:	7	:	:	H	:	:	:	:		:	:	:	∞	066

 $\boldsymbol{a}$  Including 1 assistant principal at \$1,600.

TABLE II-Continued

a Only maximum and minimum salaries reported.

b Including 1 assistant principal at \$1,800.

TABLE II—Continued

			NG	ABER (	JF HIC	зн Ѕсн	00L T	EACHE	SS (NO	r Inci	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	PRINC	CIPALS	REC:	EIVING	A YE	ARLY	SALAI	Y OF-					
Cirv	Under	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or or under u	\$800 for under under under	\$850 S or under ur \$900	\$900 \$ or under u	\$950 \$1 or under ur \$1,000 \$1	\$1,000 \$1,100 or or under \$1,100 \$1,200	\$1,100 \$1 or under un \$1,200 \$1	\$1,200 \$1,300 \$1,400 \$1,500 or or or or under under under under \$1,300 \$1,500 \$1,500	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1 or under un \$1,500 \$1		\$1,600 \$ or under u	\$1,700 \$ or under \$1,800 \$	\$1,800 \$ or under u	\$1,900 or under \$2,000	\$2,000 S or Over	High School Teach- ers	Average Yearly Salary
73. Elizabeth, N. JM	::	:·:	::	::	: H	: 0	:0	::	н:	H :	::	4н	::	::	::	::	::	::	::	:::	::	::	9 01	\$ 963
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74. Erie, Pa F	::	::	::!	: H	: 0	: 20	::	: 81	::	::	Ħ :	: <b>H</b>	: H	н :	::	н:	и :	::	::	<b>+</b> :	::	::	12	1,407
T	:	:	:	H	6	10	:	6	:	:	H	H	<u> </u>	H	:	7	101	:	:	H	:	:	b18	066
75. Charleston, S. C Parti al	Parti	al rep	rep ort on ly	- A						*****														
76. Wilkesbarre, PaM	::	::	::	::	::	::	: "	: "	нн	<b>H</b> :	н:	9:	::	Ħ:	::	::	::	::	::	::	::	::	0 0	1,010
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77. Kansas City, KansM	: H	. 64	::	::	::	: 4	на	: 81	0 0	4 H	::	::	H :	::	::	::	::	::	::	::	::	::	8	908
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78. Norfolk, VaF	::	::	: н	::	::	::	: 0	::	::	H 4	::	::	::	::	::	н :	::	::	::	::	::	; :	4.6	1,150
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79. Harrisburg, PaR	::	::	::	::	::	::	::	::	нн	: 4	9 9	юн	::	::	::	::	::	::	::	::	-::	::	∞ ∞	999
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80. Yonkers, N. Y F	::	::	::	::	::	: H	:н	::	. 0	: н	: H	1 Z	1 6	3	60	::!	::	н:	:::	::	::	::		1,286
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a Including I assistant		principal	at	\$1,000.			b In	b Including	н	istant	assistant principal	ipal at	t \$1,800.	ġ	1		c Incl	c Including 1		assistant principal	princi	pal at	\$1,400.	ó

TABLE II-Continued

			Z	MBER (	0F H10	зн Ѕсь	100г Т	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	RS (NO	T INC	LUDING	PRIN.	CIPALS	) REC	SIVING	A YEA	RLY S	ALAR	' OF—			Total	
Спу	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 \$ or under u	\$850 \$ or under \$900 \$	\$900 \$ or under u	\$950 \$ or under \$1,000 \$	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1, or under unc \$1,400 \$1,	\$1,400 \$1,500 or or under under \$1,500 \$1,600		\$1,600 \$1, or under un \$1,700 \$1,	\$1,700 \$1,8 or or under und \$1,800 \$1,6	\$1,800 \$1,900 or or under under \$1,900 \$2,000	ter Over	School Teachers ers	Average Il Yearly Salary
81. Portland, Me	Noda	Noda ta obt ainab le	ainab	e.														-					
82. Houston, Tex	Parti	Parti al rep ort on ly	ort on	ly				•															
83. Holyoke, Mass F	::	: =	: 01	::	: н	: 8	: н	н 9	::	::	::	<b>H</b> :	::	нн	۳:	n :	::	::	::	н:	<del>-::</del>	-::	7 \$1,279 14 743
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84. Youngstown, OhioM	::	::	::	::	::	::	::	::	::	::	::	:∞	::	::	::	٠: دم	::	::	::	::	::	::	5 1,400 8 1,000
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85. Fort Wayne, IndM	::	::	::	::	н ю	: н	::	::	: H	нн	::	нн	::	4 :	::	::	::	::	::	::	::	::	7 1,050 7
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86. Akron, O	::	::	::	::	::	: 0	::	% N	н:	۳:	: 0	۳ :	۳:	<b>H</b> :	::	::	::	::	::	::	::	::	9 972
T	:	:	:	:	:	8	:	<u> </u>	I		0	3			   :	   :	   :	   :	   :		   :	"	21 879
87. Tacoma, WashM	::	: :	::	: H	::	::	::	::	нн	; H	20.0	н:	::	::	::	::	::	::	::	::	::	::	7 953 12 908
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88. Covington, KyM	::	::	: ;	::	: :	::	::	::	: 10	::	::	::	::	: H	::	::	::	::	::	::	::	::	6 917
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a Including I assistant		principal	l at \$	at \$1,800.			<i>b</i> I.	b Including I assistant principal at \$1,000.	g ı a	ssistan	t prin	cipal	at \$1,0	.000			s Inch	ding	c Including I assistant principal at	tant p	rincipa		\$1,250.

a Including I assistant principal at \$1,800.

TABLE II-Continued

	Yearly Salary	\$ 900	919	743	731		1,375	940	1,133	818	1,300	096	765	658			
Total	School Teach- ers	1 7	8	23	29		16	20	14	11	49	a Io	4 0	13			
	\$2,000 or Over	::	:	::	:		: :	:	: :	:	::	:	: :	:			
	\$1,900 or under \$2,000	::	:	::	•		::	:	::	:	: :	:	::	:			
,	\$1,800 or under \$1,900	::	:	::	:		::	:	::'	:	::	:	::	:			
ry OF-	\$1,700 \$ or under \$1,800	::	:	::	:		::	:	::	:	::	:	::	:			
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,600 \$ or under \$1,700 \$	::	:	::	:		::	:	::	:	H :	I	::	:	•		
ARLY	\$1,500 \$ or under u \$1,600 \$	::	:	::	:		8 :	64	::	:	::	:	::	:			
A YE	\$1,400 \$1 or under ui \$1,500 \$1	::	:	: :	:		::	:	::	:	::	:	::	:			
SIVING	\$1,300 \$1,400 or or under under \$1,400 \$1,500	-::	<u>                                      </u>	::!	:		н:	н	::	:	::	:	::	:			
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ž	\$550 or under \$600	::	:	::	:	rep ort on ly	::	:	::	:	::	:	::	:	orton		
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	Under \$500	: :	:	: :	:	Parti al	: :	:	::	:	::	:	H 6	3	Parti		
	Crry	89. Lancaster, PaM	T	90. Lincoln, Neb	T	91. Dallas, Tex	92. Brockton, MassM	H	93. Schenectady, N. YM	I	94. Pawtucket, R. IM	T	95. Birmingham, Ala M	T	96. Little Rock, Ark Parti al rep ort on ly		

a Including 1 assistant principal at \$1,600.

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TABLE II—Continued

	Average Vearly Salary	\$ 962	937	900	805	675	675	1,163 716	815				880 675	743		2		
Total	High School Teach-	12 16	28	4 2	99	: 4	4	4 4	18				60	6				
	\$2,000 or Over	::	:	::	:	: :	:	::	:				: :	:				
	\$1,900 or under \$2,000	::	:	::	:	: :	:	::	:				::	:				
١,	\$1,800 or under \$1,900	::	:	::	:	: :	:	::	:				: :	:				
RY OF	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:				: :					
SALA	\$1,600 \$1,700 or or under \$1,700 \$1,800	::	:	::	:	::	:	: :	:				: :	:				
EARLY	or or under 51,600	::	:	::	:	::	:	::	:				::	:				
G A Y	\$1,400 \$1,500 or or under under \$1,500 \$1,600	::	:	::	:	::	:	H :	H		-,			:				,
CEIVIN	0r or under \$1,400	::	:	::	:	: :	:	::	:				::	:				
s) RE	\$1,100 \$1,200 \$1,300 or or or under under under \$1,200 \$1,300 \$1,400	::	1	::	:	::	:	::	:				: :	:				
CIPAL	or or under 1,200	23	w	::	:	::	:	η:	0				::	:				
G PRIN	\$1.000 \$1.100 \$1.200 \$1.300 \$1.400 \$1.500 or or or or or or or or or or or or or	::	:	::	:	::	:	н:	H				::	;				
LUDIN	\$950 or under \$1,000	e :	3	<b>#</b> :	H	: :	:	::	:				H :	н				
or Inc	\$900 or under \$950	11	15	α:	8	::	:	::	:				<b>H</b> :	H	***************************************			
RS (N	\$850 or under \$900	3	4	::	:	::	:	::	:				::	:				
ЕАСНЕ	\$800 or under \$850	::	:	<b>H</b> :	H	::	:	· 10	IV.				::	:			-	
1001 I	\$750 \$800 or or under under \$800 \$850	::	:	: 0	N	::	:	: 0	"				<b>H</b> :	H				
н Ѕсн	\$700 or under \$750	н:	н	: 0	8	: :	:	: 0	8	•	-		::	:				
эг Ніс	\$650 or under \$700	::	:	; H	Н	: 4	4	: "	6	<del>-</del>	-		:9	9				
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$600 or under \$650	::	:	::	:	-:	:	: 0	8	ly	ly	able	::	:				
Non	\$550 or under \$600	::	:	::	:	::	:	: "	-	ort on	Parti al rep ort on ly	ata o btain able	::	:				
	\$500 or under \$550	::	:	::	:	::	:	::	:	al rep	al rep		:	:				
	Under \$500	::	:	::	:	::	:	::	:	Parti	Parti	No d	: :	:				
	Спу	97. Spokane, WashR	Т	98. Altoona, Pa	T	99. Augusta, GaR	Н	roo. Saginaw. MichM	T	101. Binghamton, N. Y Parti al rep ort on ly	roz. Mobile, Ala	103. South Bend, Ind	104. Wheeling, W. VaM	T				

 $\alpha$  Including 1 assistant principal at \$990.

TABLE II-Continued

			NUN	ABER C	JF HIC	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	00L T	EACHE	TRS (NO	or Inc	TUDING	PRIN	CIPALS	;) RE	CEIVIN	G A Y	EARLY	SALA	RY OF-	1			Total	
Сітх	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 \$ or under u	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 for under 1,300	\$1,300 or or under	r,400 or under 1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
105. Springfield, Ohio	70	ata o	btain	able																				
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107. Haverhill, MassM	: H	::	::	::	: H	: "	: H	H 4	::	: 9	::	: 0	<b>H</b> :	::	::	ю:	::	::	::	::	::	::	13	1,220
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109. Allentown, PaM	::	::	: "	::	::	: "	60		: <b>H</b>	H :	::	£ :	::	н:	::	::	::	::	::	::	::	::	00 10	919
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III. Dubuque, IaM	::	::	::	: 01	::	: +	::	: 60	o :	::	::	ო:	۹:	::	::	::	::	::	::	::	::	::	6.7	986
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112. Davenport, IaR	::	::	::	::	::	::	::	::	::	1700	::	α :	o :	::	::	; :	::	::	::	::	::	::	0.00	967
T	:	:	:	:	:	:	:	:	:	13	:	61	01	:	:	:	:	:	:	:	:	:	17	935
a Including I assistant		principal at		\$1,000.			b In	cludin	g I as	sistan	b Including I assistant principal at	ipal s	at \$860.	ō										

a Including I assistant principal at \$1,000.

TABLE II—Continued

	Average Yearly Salary		\$ 1,500 767	982	675 593	909	1,200	096	1,150	905	814 740	774	784 531	649	2,183 870	1,245	
Total	School Teach- ers		12	417	18	21	17	24	27	ol	9	13	1- N	12	15	21	
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	\$1,900 or under \$2,000		::	:	: :	:	: : !	:	::	:	::	:	::	:	::	:	
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RY OF-	\$1,700 or under \$1,800		: :	:	::	:	::	:	::	:	::	:	::	:	H ;	H	
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) RE	\$1,200 or under \$1,300		: "	H	::	:	::	:	::	:	::	:	::	:	: н	۳	
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NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$700 or under \$750			7	чю	ıv	::	:	::	:	: 0	8	e :	8	::	:	
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NUM	\$550 or under \$600	o btain	::	:	: 01	N	::	:	::	:	::	:	: 0	N	::	:	
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	Cirv	113. Quincy, Ill No	114. Salem, Mass	H	115. Elmira, N. YM	T	116. Malden, MassM	T	117. Bayonne, N. JM	H	118. Superior, WisM	T	119. York, Pa H	H	20. Newton, Mass M	T	

a Including 1 assistant principal at \$1,500.

ABLE II—Continued

			No	MBER	NUMBER OF HIGH	сн Ѕсь	100F	ГЕАСНВ	IRS (N	ot Inc	TUDIN	5 PRIN	CIPAL	s) RE	SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	Y Y	EARLY	SALA	RY OF-	ı			Total	
Спу	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under 1	\$850 or under \$900	\$900 or under \$950	\$950 \$ or under \$1,000	\$1,000 \$ or under u	\$1,100 \$ or under \$1,200	\$1,200 \$ or under \$1,300	\$1,300 \$ or under u \$1,400 \$	\$1,400 \$ or under u	\$1,500 \$ or under u	\$1,600   or or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Vearly Salary
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127. Knoxville, TennM	H H	::	0 :	::	::	::	::	::	::	::	::	::	; :	::	::	::	::	::	::	::	::	::	OI H	561 333
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a Including r assistant	14	rincipa	principal at \$1,650.	1,650.			c Ir.	c Including	H H	assistant		principal at		\$760.	-		e Incl	luding	e Including I assistant principal at	istant	princi	ipal a	\$000.	

TABLE II-Continued

	NUM	ER OF	, Нісн	г Ѕсно	OL TE.	Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of-	(NOT I	NCLUDI	NG PRI	NCIPAL	S) RE	CEIVIN	G A Y	EARLY	SALAR	Y OF-			Total	
\$550 \$600 \$ or or under under u \$650 \$550			\$650 \$ or under ur \$700 \$	\$700 \$ or under un \$750 \$	\$750 \$8 or o under un \$800 \$8	\$800 \$850 or or under under \$850 \$900	5900 or or or 5950	\$950 or under \$1,000	\$1,000 or under \$1,100	\$1,100 or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 to or under \$1,600	\$1,600 \$ or under u \$1,700 \$	\$1,700 \$1,80 or or under under \$1,800 \$1,90	\$1,800 \$1,900 or or under under \$1,900 \$2,000	00 \$2,000 or 00 Over		Average Yearly Salary
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TABLE II—Continued

	Average Yearly Salary	\$1,300	1,018	720	663	1,320	931	955	819	765 761	762	578 598	592		765 615	632	
Total	High School Teach- ers	200	9	∞ 0	18	1000	13	1000	13	3	414	22	1		н «	69	
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	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:		: :	:	
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NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:		: :	:	
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a Including 1 assistant principal at \$810.

b Including x assistant principal at \$765.

TABLE II-Continued

			No	MBER	or Hig	NUMBER OF HIGH SCHOOL TEACHERS, (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	100L T	EACHE	RS (NC	T INC	LUDING	, PRING	CIPALS	REC	EIVING	A Yı	ARLY	SALAR	V OF-			£:	- Te	
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a Including I assistant principal at \$1,400.

TABLE II-Continued

			N	MBER	OF HIG	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	T TOOL	EACHE	RS (NO	T INCL	UDING	PRINC	IPALS)	RECE	IVING	A YEAR	RLV SA		OF I			Total	
Стт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 to or nunder nu	\$850 \$ or under un \$900 \$	\$900 \$ or under un \$950 \$1	\$950 \$1,000 \$1,000	\$1,000 \$1, or under un \$1,100 \$1,	\$1,100 \$1,200 or or under \$1,200 \$1,300	\$1,200 \$1, or under und \$1,300 \$1,	\$1,300 \$1,400 or or under under \$1,400 \$1,500	00 \$1,500 or or or or or or or or or or or or or		\$1,600 \$1,700 or or under under \$1,700 \$1,800	o \$1,800 or r under o \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
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156. Lexington, Ky Parti	Parti	al rep ort on ly	ort on	ly						-													j
157. Bay City, MichM	: :	::	::	: 8	: 10	· ; Ħ	: #	2 I	: н	8 8	e :	::	::	::	-::	::	::	::	::	::	::	11	8 <b>93</b> 741
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158. Fort Worth, TexM	::	::	<b>"</b> :	н :	::	::	: +	: <b>+</b>	::	: "	44	::	::	::	::	::	::1	::	::	::	::	9 &	831 897
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159. Easton, PaK	::	::	::	::	::	: =	::	::	::	::	::	4 H	нн	6 :	H :	::	::	::	::	::	::	∞ m	1,100
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160. Gloucester, MassM F	::	: "	: H	: "	: "	::	::	:9	» :	::	::	а н	::	::	::	::	::	::	::	:: 	::	111	1,000
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TABLE II-Continued

			Nu	MBER	OF HIG	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	1001	ЕАСНЕ	RS (NC	or Inc	TUDIN	G PRIN	CIPAL	s) RE	CEIVIN	G A Y	EARLY	SALA	RY OF-	1			Total	
Спу	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under 1	\$850 or under \$900	\$900 or under \$950	\$950 to	\$1,000 S or under	\$1,100 or or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
161. W. Hoboken, N. J.M	::	::	::	::	::	::	::	::	::	::	::	<i>w</i> :	::	::	::	::	::	::	::	::	: ,:	::	د	\$1,050
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162. North AdamsM Mass. F	: :	::	::	: н	: н	на	: н	n :	::	::	::	::	::	. н :	::	::	::	::	::	::'	::	::	4 m	88° 68°
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163. Jackson CityM Mich.	::	: H	,: : !	: 0	::	э н	: "	::	::	<b>#</b> :	::	::	::	::	::	::	::	::	::	::	::	::	6 80	800
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164. Kalamazoo, Mich. M	::	::	. 10	: 0	. 10	нн	<b>H</b> :	· : :	н :	::	::	: н	۳:	::	::	::	::'	::	::	::	::	::	4 41	863 648
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165. Quincy, Mass F	::	::	::	нн	нн	н 9	нн	: н	: H	H :	::	::	<b>H</b> :	::	: :	::	::	::	::	::	::	::	9	, 714
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166. Hamilton, OM	::	::	: H	::	::	: H	: H	нн	: "	<b>H</b> :	::	::	::	::	::	::	::	::	::	::	::	::	9 1-	855 974
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167. Orange, N. J Parti al	Parti	al rep	rep ort on ly	ly																				
168. Kingston, N. YM	::	::	::	Ι:	1	:н	::	::	::	<b>"</b> :	::	1 6	н:	::	::	::	::	::	::	::	::	::	n Q	850 736
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a Including r assistant b Including r assistant		principal principal	a 2	\$1,200. \$1,050.			d In	cludin	g I as	sistan	t princi	c Including r assistant principal at \$1,100. d Including 2 assistant principals at \$1,000.	\$1,1 \$1,00	9 9										

c Including 1 assistant principal at \$1,100.
d Including 2 assistant principals at \$1,000.

			Z	UMBER	OF H	NUMBER OF HIGH SCHOOL	HOOL	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	IRS (N	or Inc	CLUDIN	G PRIN	CIPALS	3) RE	CEIVIN	G A Y	EARLY	SALA	RY OF-	١,			Total	
Спт	Unde \$500	\$500 or under	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 or or under \$1,000	\$1,000 or under	\$1,100 \$ or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 pr or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
169. Newburg, N. YM		::	::	: 4	::	::	: 20	::	: "	::	::	6 H	::	::	::	::	::	::	::	::	::	::	12	\$1,030
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170. Aurora, IllF	 ънст.	::	::	н 9	::	::	: "	нн	: 0	4 H	::	: н	::	::	::	::	::	::	::	::	::	::	12	883 729
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172. Nashua, N. HR	ч-(т-:	::	::	::	::		::	: н	::	::	::	::	::	<b>#</b> :	::	::	::	::	::	::	::	::	н «	1,200
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173. Meriden, ConnM	• •	: H	: "		::	::	::	: 10	; H	::	::	::	::	н:	::	::	::	::	::	::	::	::	II	1,200
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174. Jamestown, N. YM		::	::	. "	: 4	н 9	::	6 :	::	: н	::	::	::	::	::	::	::	::	::	::	::	::	13	767 685
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175. Wichita, KansM			: н	::	::	εн	: "	::	нк	::	::	<b>#</b> :	::	::	::	::	::	::	::	::	::	::	100	790 673
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176. Waltham, Mass F		::	::	::	::	: "	: "	; 10	: +	н 8	::	::	::	H :	::	::	# :	::	::	::	::	::	11	1,200
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a Including I assistant principal at \$1,200.

b Including 1 assistant principal at \$1,500.

TABLE II-Continued

			Z	MBER	OF HI	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	1001 J	ЕАСНЕ	RS (NC	T INC	LUDING	FRIN	CIPALS	3) RE(	CEIVIN	G A Y	EARLY	SALA	IRY OF-					
Спт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$75c	\$750 or under \$800	\$800 or under \$850	\$850 \$ or under u	\$900 1 or under u \$950 \$	\$950 \$ or under u \$1,000 \$	\$1,000 \$ or under u \$ 1,100 \$	\$1,100 \$ or or under u	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Vearly Salary
177. Poughkeepsie, N.Y.M	::	::	::	: :	::	. 8	. 8	00	::	::	::	o :	н:	::	::	:::	::	::	::	::	::	::	1000	\$940 744
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178. Muncie, IndR	H :	: :	::	::	٠ :	3.6	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	0.80	680° 720
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179. Lewiston, MeM	::	::	; I	. 8	::	. 0	::	::	::	н:	::	:::	::	::	::	::	::	: :,	::	::	::	::	1 9	900
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180. Mt. Vernon, N. Y	No d	ata o	btain able	able																				
181. Cohoes, N. Y	::	::	::	::	: 0	::	: H	::	::	::	:	::	::	::	: :	::	::	::	::	::	::	::	: 10	705
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182, Zancsville, OM	::	::	::	0 0	::	::	::	; :	::	::	::	<b>"</b> :	::	::	::	::	::	::	::	::	::	::	0 3	750 625
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183. Bloomington, IllM	: н	::	::	: +	::	::	: 1	٥ :	::	۳:	::	٥:	<i>a</i> :	::	::	::	::	::	::	: .	::	::	0.7	957
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184. Newport News, Va. M	::	::	: 0	::	ο :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	0 0	675 585
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p Including 1 assistant		ncipal	principal at \$900	9			b In	cludin	b Including 1 assistant principal at \$765.	istant	princi	ipal at	\$765				c Inc	luding	c Including 1 assistant principal at \$1,000.	istant	princip	al at	\$1,000.	

TABLE II-Continued

	Average Yearly Salary	\$1,057	1,009	800 670	735	1,450	1,144	1,099	812	1,200	736	711	653	000,1 680	738		
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	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:		
	\$1,900 or under \$2,000	::	:	• :	:	::	:	::	:	::		::	:	::	:		
	\$1,800 or under \$1,900	::	:	::	:	н:	H	::	:	::	:	::	:	::	:		
RY OF-	\$1,700 or under \$1,800	::		::	:	::	:	::	:	: :	:	: :	:	::	:		
SALA	\$1,600 or under \$1,700	::	:	::	:	H :	н	: :	:	::	:	::	:	::	:		
EARLY	\$1,500 or under \$1,600	::	:	::	:	Ħ :	н	::	:	:::	:	::	:	::	:		_
G A Y	\$1,400 or under \$1,500	::	:	::	:	۳:	H	::	:	::'	:	::	:	::	:	• • • • • • • • • • • • • • • • • • • •	_
CEIVIN	\$1,300 or under \$1,400	::	:	::	:	H :	H	::	:	: :	÷	<b>;</b> :	:	::	:	-	_
s) RE	\$1,200 or under \$1,300	::	:	::	:	: 0	7	:	:	н :	H	::	:	::	:		
CIPAL	\$1,100 or under \$1,200	4:	4	: :	:	нн	8	ო:	3	::	:	::	:	::	:	-	_
G PRII	\$1,000 or under \$1,100	מיט	7	н:	H	: H	ĭ	H :	H	::	:	::	:	6 :	8		_
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$950 or under \$1,000	::	:	::	:	: 0	8	::	:	::	:	::	:	::	:		_
or Inc	\$900 or under \$950	нн	61	::	:	: 0	N	: H	н	::	:	: :	:	::	:		
ZRS (N	\$850 or under \$900	::	:	::	:	: H	I	::	:	: =	н	::	:	: :	:		
ЕАСН	\$800 or under \$850	::	:	В Н	3	: 0	N	: 0	01	: 01	61	<b>"</b> :	I	::	:		_
100F	\$750 or under \$800	: 0	0	н:	H	::'	:	: "	8	::	:	::	:	::	*		_
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a Including 1 assistant principal at \$1,100.

TABLE II-Continued

	Average Yearly Salary	\$ 833	739	728	739	1,000	804	855 653	739	900	714	821	790	900	723	495	495
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	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	: :	:
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RY OF	\$1,700 or under \$1,800	::	:	::		::	:	::	:	: :	:	::	:	: :	:	::	:
RECEIVING A YEARLY SALARY OF-	\$1,600 or under \$1,700	::	:	::	:	::	:	::	<u> </u>	::	:	::	:	::	:	::	:
EARLY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	1	::	:	::	:
G A Y	\$1,400 or under \$1,500	::	:	::	:	Ħ:	ī	::	:	::	:	::	:	::	:	::	:
CEIVIN	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
s) RE	\$1,200 or under \$1,300	H:	-	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NCIPAL	\$1,100 or under \$1,200	::	i :	::	:	::	:	::	:	::	:	::	:	::	:	::	:
G PRI	\$1,000 or under \$1,100	::	:	::	:	::	:	- ; ;	:	::	:	н:	۳	::	:	::	:
CLUDIN	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	т, :	н	::	:
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HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	\$800 or under \$850	٠: ٣	61	нн	61	0 0	4	α:	N	: :	:	вн	4	::	:	::	:
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	Cirv	193. Burlington, IaR	T	194. Clinton, IaF	T	195. Pittsfield, MassK	H	196. Roanoke, VaF	I	197. Amsterdam, N. Y. M	H	198. Anderson, IndR	T	199. Norristown, PaR	E	200. Columbia, S. CM	

a Including 1 assistant principal at \$1,000.

TABLE II-Continued

			: :	INUMBER OF HIGH SCHOOL LEACHERS (NOT INCLUDING ININCIPLS) MECENING A LEAKET SALAKT	5		
\$850 \$900 \$950 \$1,000 or or or or or or or or or or or or or	\$800 or under \$850	\$750 or or \$800	\$700 \$750 or or or nuder \$750 \$750	\$650 \$700 or or under under \$700 \$750	\$600 \$650 \$700 or or under \$750 \$750	\$550 \$600 \$650 \$700 or or or or or under under under \$500 \$700 \$750	\$600 \$650 \$700 or or under \$750 \$750
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b City does not maintain a high school but sends high school pupils to other cities at a cost of about \$8,500 for tuition alone. a Including I assistant principal at \$700.

TABLE II-Continued

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1	Average Yearly Salary	2 \$ 800 6 683	713	900	009	763	169	783	783		765	639	5 800	928	1 1,000 9 753	778
Total	High School Teach- ers		8		3	14	18	.:9	9		9.4	9 -	r0 4	٥		OI
	\$2,000 or Over	::	:	::	:	::	:	::	:		::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:		:	::	:	::	:		::	:	: :	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:		::	:	::	:	::	:
RY OF	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:		::1	:	::	:	::	:
SALA	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:		::	:	::	:	::	:
EARLY	\$r,500 or under \$1,600	::	:	::	:	::	:	::	:		::	:	::	:	::	:
G A Y	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:		::	:	::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:		::	:	::	:	::	:
s) RE	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:		::'	:	::	:	::	·:
CIPAL	\$r,roo or under \$1,200	::	:	::	:	::	:	::	:		::'	:	::	:	::	:
G PRIN	\$1,000 or under \$1,100	::		::	:	::	:	::	:		::'	:	::	:	H:	н
TUDIN	\$950 or under \$1,000	::	:	::	:	::	:	::	:		::'	:	::	:	::	:
or Inc	\$900 or under \$950	::	:	::	:	::	:	: 9	R		H :	Н	н:	н	::	:
CRS (N	\$850 or under \$900	::	:	::	:	::	:	::	:		::	:	н:	۳	::	:
EACHI	\$800 or under \$850	9 9	4	::	:	нн	a	:н	H		::	:	ω4	7	:9	9
1001	\$750 or under \$800	::	:	::	:	В н	4	::	:		::	:	::	:	: "	H
H Sci	\$700 or under \$750	::	:	::	:	: 20	Ŋ	: "	3		::	:	::	:	: н	н
ъ Ни	\$650 or under \$700	: 9	8	::	:	: 4	4	::	:		::	:	::	:	::	:
NUMBER OF HIGH SCHOOL	\$600 or under \$650	: н	H	: "	8	.: w	3	::	:	able	э з	4	::	:	::	:
NU	\$550 or under \$600	: н	I	::	:	::	:	::	:	obtai nable	::	:	::	:	::	:
	\$500 or under \$550	::	:	::	:	::	:	::	:	data	::	:	::	:	: н	н
	Under \$500	::	:	::	.:	::	:	::	:	N <sub>o</sub>	:	I	::	:	::	:
	Стт	217. Port Huron, Mich. M	H	218. Paducah, KyF	T	219. Madison, WisM	H	220. Chicopee, MassM	[H	221. Findlay, O	222. New Albany, IndM	[H	223. New BrunswickM N. J.	H	224. Concord, N. HM	FI FI

TABLE II-Continued

	Average Yearly Salary	\$1,071	882	1,017	836	983 756	818	963 694	777	825 850	838	650 618	621		933 692	813	
Total	High School Teach- ers	7	11	9	26	. ww	II	4.0	13	ai di	. 4	HI	12		<i>1</i> 0 10	9	
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:		: :	:	
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	:4:	;	::	<u> </u>		; :	:	
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
RY OF	\$1,700 or under \$1,800	::	:	::	:	::'	:	::	:	::	:	::	:		::	:	
SALA	\$1,600 or under \$1,700	::	:	::	Ï	::	:	::	:	::	:	::	:		, <u>:</u> :	:	
EARLY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:		::		
G A Y	\$r,400 or under \$r,500	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
CEIVIN	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
s) RE	\$1,200 or under \$1,300	r: .	8	8 н	3	::	:	H :	ı	::	:	::	:		::	:	
CIPAL	\$1,100 or under \$1,200	٦:	H	α:	п	::	:	::	:	::	:	::	:		۳:	н	
G PRI	\$1,000 or under \$1,100	нн	77	n :	71	.01	N	н:	н	: =	н	::	:		::	:	
LUDIN	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
or Inc	\$900 or under \$950.	٠:	а	нн	8	: +	н	::	:	۳ :	н	::	:		۳:	ı	*****
RS (N	\$850 or under \$900	::	:	н:	н	۳:	н	۳:	н	::	:	::	:		::	:	
EACHE	\$800 or under \$850	: 10	52	: 4	4	::	:	нн	8	::	:	::	:		•	:	
100L	\$750 or under \$800	::	:	: "	т	: "	8	: 6	в	н:	н	::	:		н :	н	
H SCH	\$700 . or under \$750	::	:	нн	61	: 4	4	: 0	8	: #	н	::	:		: 8	И	
F HIG	\$650 or under \$700	: 01	61	::	:	::	:	::	:	::	:	н 4	r.		: н	н	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$600 or under \$650	: 61	61	: 4	4	::	:	: 8	В	::	:	:0	9	ple	::	:	
N	\$550 or under \$600	::	:	: 8	8	::	:	::	:	::	:	::	:	o btain able	::	:	
	\$500 or under u	::	:	. : :	:	::	:	::	:	::	: .	:н	н	ata o b	::	:	
	Under 5500 u	::	:	::	:	::	:	::	:	::	:	::	:	Ъ	::	:	
	Сттх	225. Medford, MassM	T.	226. Muskegon, Mich M	I	227. Sattle CreekM Mich.	T	228. Winona, MinnM	Т	229. Perth Amboy, N.J.M	H	230. Green Bay, WisM	H	231. Charlotte, N. C No	232. Sandusky, OM	H	

			N	MBER	OF HI	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	1001	EACHE	RS (NC	or Inc	LUDIN	3 PRIN	CIPALS	;) REC	EIVING	AY	EARLY	SALA	RY OF	1			Total	
Спу	Under	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or or under \$900	\$900 or under u	\$950 \$1,000 or or or . under under \$1,000 \$1,100	\$1,000 \$ or . under u	\$1,100 pr or under \$1,200	\$1,200 \$ or under u	\$1,300 \$1,400 or or under under \$1,400 \$1,500		\$1,500 \$ or under \$1,600 \$	\$1,600 or under \$1,700	\$1.700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Vearly Salary
233. Marion, IndM	::	::	::	: :	::	::	: 8	: 9	::	н:	::	::	H:	:-:	::	::	::	::	::	: :	::	::	40	\$1.000
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234. Burlington, VtM	: #	: "	: "	: 01	м:	::	.: H	: н	::	۳:	::	Ħ:	::	::	::	::	::	::	::	::	::	::	4∞	800
T	H	1	10	8	01	:	H	H	:	H	:	H	:	:	:	:	:	:	:	:	:	:	12	199
235. NorthamptonM Mass.	::	::	: "	: "	: 4	::	: #	: н	::	::	::	::	::	<del>"</del> :	::	::	::	::	::	::	::	::	I OI	1,200
T	:	:	H	3	4	:	H	H	:	:	:	:	:	H	:	:	:	:	:	:	:	:	bii	705
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237. Galesburg, IllM	::	: "	: H	::	4 %	Н 61	н о	::	::	::	::	::	::	::	::	::	۳:	::	::	::	::	::	10	812 666
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238. Central Falls, R. I.M	::	::	::	: 1	::	::	; H	:н	::	۳:	::	::	::	::	::	::	::	::	::	::	::	: :	ню	900
T	:	:	:	I	:	:	H	٦	:		:	:	:	:	:	:	:	:	:	:	:	:	44	773
239. Pensacola, Fla No data	No d	ata o	btain able	able									0											
240. Ottumwa, IaM	::	::	::	::	::	: 8	: ^	::	::	::	: н	::	::	::	::	::	::	::	::	::	::	::	: 2	770
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													-											
a Including I assistant principal at \$000.	t princi	pal at	\$000.	b	Includ	b Including I assistant principal at \$1,200.	sistant	princi	pal at	\$1,200	1	r Inclu	ding 1	c Including 1 assistant principal at \$800.	nt pri	ncipal	at \$80	٥	d Inc	luding	ı assis	stant p	rincipal	d Including 1 assistant principal at \$950.

TABLE II-Continued

	Average Yearly Salary	\$ 780 638	669	886 720	839	000	733	000	006			675 620	630	1,000	883	
Total	School School Teach- ers	ω 4	7	70.01	7	4 2	6	9 10	7			90	H	4∞	12	
	\$2,000 or Over	::	:	::	:	: :	:	::	:			::	:	::	:	
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:			::	:	::	:	
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:			::	:	::	:	
RY OF	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:			::	:	::	:	40
SALA	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:			::	:	::	:	
YEARLY SALARY OF-	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:			::	:	::	:	
G A Y	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:			::	:	::	:	
CEIVIN	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:		-	::	:	::	:	
3) RE	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:			::	:	::	:	
CIPAL	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:			::	:	::	:	
3 PRIN	\$1,000 \$ or under \$1,100	::	:	۹:	10	٥:	61	::	:			::	:	4:	4	
LUDING	\$950 or nuder t	н:	H	::	:	::	:	::	·			::	:	::	:	
or Inc	\$900 or under	::	;	::	:	::	:	0.10	7			::	:	: "	8	
RS (NO	\$850 or under \$900	::	:	::	:	::	:	::	:			::	:	::	:	
EACHE	\$800 or under \$850	::	:	» :	8	61	61	::	:			: :	:	: "	8	
00L T	\$750 or under \$800	: "	H	::	:		:	::	:			: "	8	: "	61	
н Scн	\$700 or under \$750	۳:	۳	: 9	8	::	:	::	:			Э Н	4	::	:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A	\$650 or under \$700	н а	8	::	:	::	:	::	:			::	:	::	:	
BER 0	\$600 or under \$650	::	:	2 :	:	: 10	w	::	:	ple	able	н:	H	::	:	
NUM	\$550 or under \$600	::	:	::	:	::	:	::	:	o btain able	btain	::	:	::	:	
	\$500 or under \$550	: н	۳	::	:	::	:	::	:	ata o	ata o	::	:	::	:	
	Under 5500	::	:	::	:	::	:	::	:	P	P	: 4	4	::	:	
	Сттх	241. Lorain, O	  -	242. Shamokin, PaM	<u>'</u>	243. Newark, O	H	244. Portsmouth, OM	H	245. Norwich, Conn	246. Tampa, Fla No	247. Mansfield, OM	H	248. Richmond, IndM	T	

TABLE II-Continued

			ž	NUMBER OF	OF HI	Нісн Ѕсноог	100L ]	EACHE	CRS (NO	or Inc	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	PRIN	CIPALS	) REC	BIVING	X V S	EARLY	SALA	RY OF-	1			Total	
Сітч	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 \$ or under \$1,000	\$1,000 \$ or under \$1,100	\$1,100 \$ or under u	\$1,200 \$ or under \$1,300	\$1,300 \$ or under \$1,400	\$1,400 \$ or under \$1,500	\$1,500 to or under \$1,600	\$1,600 to or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	School Teach- ers	Average Yearly Salary
249. New LondonM Conn.	::	::	::	::	::	::	: :	::	::	::	-j:	::	::	::	::	::	::	::	::	`::	::	::	::	::
T	:	:	:	:	:	:	:	:	:	:	-	:	:	:	:	:	:	:	:	:	:	:	(a)	:
250. Lafayette, IndM	::	::	::	::	::	: :	• •	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::
T	:	:	:	:	:	:		:	:	<u> </u>	:	:	:	:	:	:	:	:	:	:	:	:	:	:
251. Moline, Ill	No d	ata	o btain	able					, , , , , , , , , , , , , , , , , , , ,															
252. Lebanon, Pa	::	::	::	::	3.6	::	::	::	::	::	-	::	::	::	::	::	::	::	::	::	::	::	9 60	\$685 685
I	:	:	:	:	, v	:	1:	1:	1:	:	:	:	:	:	:	:	:	:	:	:	:	:	5	685
253. East Liverpool, OM	::	::	::	: "	: "	н:	: 10	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	H 7	720
T	:	:	:		-	. H	5	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	8	731
254. Cumberland, Md	No d	data o	o btain	able	•					•														
255. Stockton, CalifM	::	: н	::	: #	· ::	::	::	::	::	::	::	: н	0.4	° :	::	::	::	::	::	::	::	::	41	1,163 936
T .	:	"	:	-	:	:	:	:	:	:	:	۳	9	8	:	:	:	:	:	:	:	:	H	1,018
256. San Diego, CalifM		::	::	::	::	::	::	: :	: "	э н	: 9	: н	::	::	::	::	::	::	::	::	::	::	13	900
T	:	:	:	:	:	:	:	:	8	4	0	H	:	:	:	:	:	:	:	:	:	:	b14	923
									,															
a No high schools two andowed schools white from assumes schools a high school advention fees	- Pue	Permo	_			le fron			- sloods	- id	-   S450	-   -	-   .			- 19	i	b Including T assistant minimal at \$1 000		_  .i.a	cipal	£	_	•
tyo mgn schools, i	WO CELL	D.M.C.	SCHOOL	S givii	dnd gi	IIS ITOII	n grau	mar	Choois	a mg	n scno	01 ecu	сапоп	iree.		3	DCINCI	18 T	SSIStar	nt pin	Cipai	i de la	5	

TABLE II-Continued

	Average Yearly Salary	\$1,100 868	906	950	880	1,100	1,063	675	712	1,000	587	625	625	630	809	. 883 883	883
Total	School Teach- ers	н 2	9	4н	5	7.5	12	63	6	1 4	ĸ	: "	2	6.9	∞	603	6
	\$2,000 or Over	::	:	: :	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:	:}:	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:	: ;	:	::	:
RY OF-	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
SALA	\$1,600 or or under \$1,700	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	<u> </u>
YEARLY SALARY OF-	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	: :	:
G A Y	\$1,400 \$ or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A	\$1,300 or or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	.:	::	:	::	:
3) RE	\$1,200 or or under \$1,300	::	:	::	:	ан	8	::	:	::	:	::	:	::	:	::	:
CIPAL	\$1,100 or or under \$1,200	H:	F	н:	H	Н 61	8	::	:	::	:	::	:	::	:	::	:
3 PRIN	\$1,000 or under \$1,100	::	:	н:	H	н:	H	::	:	т:	H	::	:	::	:	::	:
LUDIN	\$950 or under \$1,000	: 0	8	н:	H	::	:	::	:	::	:	::	:	::	:	::	:
or Inc	\$900 or nunder	::	:	: :	:	. н 4	٠,	: =	۳	::	:	::	:	::	:	u 4	9
RS (N	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	H 61	m
ВАСНЕ	\$800 or under \$850	: "	3	::	:	::	:	::-	:	::	:	::	:	::	:	::	:
100L T	\$750 or under \$800	-::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
H SCI	\$700 or under \$750	::	:	H :	H	::	:	3 1	4	::	:	::	:	::	:	: :	:
P HIG	\$650 or under \$700	::	:	::	. :	::	:	I	10	::	:	: "	T	н:	H	::	:
ABER (	\$600 or under \$650	::	:	: "	H	::	:	н	0	::	:	: н	I	: "	3	: :	:
N	\$550 or under \$600	::	:	::	:	::	:	: :	:	::	:	::	:	н а	3	::	:
	\$500 or under \$550	::	:	::	:	::	:	::	:	: "	3	::	:	: н	H	::	:
	Under	::	:	::	:	::	:	::	:	: "	H	, <b>:</b> :	:	::	:	::	:
	Стту	257. Great Falls, MontM	L	258. Belleville, Ill F	T	259. Alameda, Calif M	T	260. Danville, IllR	T	261. Columbus, Ga F	H	262. Portsmouth, Va M	H	263. Marinette, Wis M	T	264. El Paso, Tex F	H

TABLE II-Continued

			Z	NUMBER OF		Нісн Ѕсноог		EACHEI	RS (NC	T INC.	TUDING	PRIN	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	) REC	EIVINC	A V	EARLY	SALA	RY OF-	1			Total	
Стт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under u	\$750 or under u	\$800 sor or under un	\$850 or or under u	\$900 or under u	\$950 \$ or under u	\$1,000 \$ or under u	fi, 100 fi or under ur fi,200 fi	\$1,200 \$ or under u	\$1,300 \$ or under u	\$1,400 \$ or under \$1,500 \$	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
265. Eau Claire, Wis M.	::	::	::	<u>@</u>	(8)	::	<u>(g)</u>	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	<u>(g</u> (g)	(a) (a)
T	:	:	•	4	7	:	H	:	:	:	:	:	:	:	:	:	:	7	:	:	:	:	12	\$ 665
266. Lansing, Mich H	::	: 0	::	нн	нн	: 4	: н	н:	<b>;</b>	::	::	::	::	::	::	::	::	::	::	::	::	::	40	725
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267. Braddock, Pa F	::	::	::	::	: н	: 0	::	::	: H	::	::	::	::	::	::	::	::	-::	::	::	::	::	: 4	741
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a Not separately reported	ported.					, q	Includi	ng ra	ssistar	at prin	b Including 1 assistant principal at \$775.	at \$77;		-		-	-	r Inclu	ding 1	assis	tant pi	rincip	c Including I assistant principal at \$850.	550.

TABLE II-Continued

	Average Yearly Salary	\$1,067	768	824 729	781		1,250	892	1,175	836		860 827	831	1,241	1,222	
Total	High School Teach- ers	800	11	5 5	II		4.6	6	9 10	7		3 Io	13	11	18	
	\$2,000 or Over	::	:	: :	:		::	:	::	:		: :	:	::	:	
	\$1,900 or under \$2,000	: ,:	:	: :	:		::	:	: :	:		::	:	::	:	
١,	\$1,800 or under \$1,900	::	:	::	:		: :	:	::	:		::	:	::		
RY OF	\$1,700 or under \$1,800	::	:	::	:		::	:	::	:		::	:	::	:	
SALA	\$1,600 or under \$1,700	::	:	::	:		::	:	::	:		::	٠	::	:	7
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-		::	:		:		::	:	::	:		::	:	::	:	
G A V	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:		::	:	::	:	
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s) RE	\$1,200 or under \$1,300	::	:	::	:		т:	ī	::	:		::	:	11	91	
CIPAL	\$1,100 or under \$1,200	::	:	::	:		::	:	ν:	0		::	:	::	:	- 1
G PRII	\$1,000 \$1,100 or or or or under \$1,200	н:	ı	::	:		::	:	::	:		::	:	::	:	1
LUDIN	\$950 or under \$1,000	::	:	::	:		::	:	::	:		::	:	::	:	
or Inc	\$900 or under	н:	I	н:	H		::	:	::	:		0.4	9	::	:	
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ABER (	\$600 or under \$650	: 4	4	::	:	able	::	:	::	:	<u>v</u>	::	:	::	:	
5 X	\$550 or under \$600	::	:	::	:	o btain	::	:	::	:	rep ort on ly	::	:	::	:	
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	Спу	273. Lockport, N. YM	F	274. Ogden, Utah F	T	275. Biddeford, Me No data	276. Plainfield, N. JM	T	277. Union, N. J	F	278. Danbury, Conn Parti al	279. New RochelleM N. Y.	H	280. Berkeley, CalifM	H	

			ž	NUMBER OF		Нісн Ѕсь	Sсноог Т	EACHE	trs (N	or Inc	LUDIN	G PRIN	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	) RE	EIVIN	Y V	EARLY	SALA	Y OF-			,	Total	
Cirv	Under \$500	soo or or nuder	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under	\$900 or under	\$950 19 or under \$1,000	\$1,000 \$ or or under u	\$1,100 \$ or under u	\$1,200 or under \$1,300	\$1,300 pr or under \$1,400	\$1,400 \$ or under \$1,500	\$1,500 or or under \$1,600	\$1,600 \$ or under \$1,700	\$1,700 \$ or under u	\$1,800 or or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
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L	٠	:	8	ı	N	н	. 01	4	:	:	:	:	:	н	н	:	61	:	61	:	:	:	19	939
a Including 1 assistant principal at	ant pr	incipal	at \$1,	\$1,125.			b In	b Including I assistant	z r as	sistant	princi	principal at \$850	\$850.	1 '		-		-		-				

a Including 1 assistant principal at \$1,125.

TABLE II-Continued

	Average    Yearly  - Salary	1 \$ 450 3 444	4 446		4 780 6 689	10 726	3 690 6 675	089	5 657	8 614	4 1,488 16 969	20 1,073	1 700 5 585	604	3 867 3 833	a6 850	
Total	School Teach- ers																
	\$2,000 or Over	::	:		::	:	: *	:	::	:	::	:	::	:	::	:	
	\$1,900 or under \$2,000	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
1	\$1,800 or under \$1,900	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
RY OF	\$1,700 or under \$1,800	::	:	•	::	:	::	:	::	:	::	:	::	:	: :	:	
SALA	\$1,600 or under \$1,700	::	:		::	:	::	:	::	:	0 н	8	::	:	::	:	
EARLY	\$1,500 or under \$1,600	::	:		::	:	::	:	::	:	H :	-	::	:	::	:	
G A Y	\$1,400 or under \$1,500	::	:		::	:	::	:	::	:	::	:	::	:	::	1	
CEIVIN	\$1,300 \$1,400 or or under under \$1,400 \$1,500	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
) RE	\$1,200 or under \$1,300	::	:		::	:	::	:	::	:	н:	H	::	:	::	:	
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NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 \$ or under \$1,000	::	:		::	:	::	:	::	:	: "	8	::	:	::	:	
T INC	\$900 or under \$950	::	:		::	:	::	:	::	:	: 10	5.	::	:	: "	-	
RS (NC	\$850 or under \$900	::	:		::	:	::	:	::	:	::	:	::	:	: H	-	•
EACHE	\$800 or under u	::	:	_	::	:	::	:	н:	H	: =	-	::		::	:	
100 T	\$750 or under \$800	::	:		::	:	::	:	::	:	::	:	::	:	е н	8	
н Scн	\$700 or under \$750	::	:		<i>w w</i>	9	н:	н	::	:	: 0	a	нн	(4	::	:	-
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	City	289. Asheville, N. CM	F	290. Jackson, Tenn	291. Bradford, Pa F	Ęı	292. Jacksonville, Ill M	T	293. Sedalia, Mo M	H	294. Montclair, N. JM	H	295. Rome, N. YM	H	296. Alton, Ill F	H	

a Including I assistant principal at \$1,100.

	Average Yearly Salary	\$1,000	863			743 630	899	540	540	775	742	720	709	720	720	
Total	High School Teach- ers	1 3	4			0.4	9	. '	7	0.4	9	т 4	5	н:	ī	
	\$2,000 or Over	::	:			::	:	::	:	::	:	: :	:	::	:	
	\$1,900 or under \$2,000		:			::	:	::	:	::	:	::	:	::	:	
	\$1,800 or under \$1,900	::	:			::	:	::	:	::	:	::	:	::	:	
RY OF	\$1,700 or under \$1,800	::				. : :	:	::	:	::	:	::	:	::	:	
SALA	\$1,600 or under \$1,700	::	:	-		::	:	::	:	::	:	::	:	::	:	
EARLY	\$1,500 or under \$1,600	::	:		-	::	:	::	:	::	:	::	:	::	:	
G A Y	or or under \$1,500	::	:			::	:	::	:	::	:	::	:	::	:	
CEIVIN	\$1,200 \$1,300 \$1,400 or or or under under under \$1,300 \$1,400 \$1,500	::	·			::	:	::	:	::	:	::	:	::	:	
s) RE	0r or under \$1,300	:::	:			::	:	::	:	::	-:	::	:	::	:	
NCIPAL	\$1,100 \$1,200 \$1,300 \$1,400 \$1,500 or or or or or under under under under \$1,200 \$1,400 \$1,500 \$1,600	::	1:			::	:	::	:	::	:	::	:	::	:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	fr,000 or under fr,100	т:	H			::	:	::	:	::	:	::	:	::	:	
CLUDIN	\$950 or under \$1,000	::	:			::	:	::	:	::	:	::	:	::	:	
or Inc	\$900 or under \$950	::	:			::	:	::	:	н:	н	::	:	::	:	
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	Стт	297. Middletown, N. Y.M	H	298. Vicksburg, Miss No data obtain able	299. Meridian, Miss	300. Hazleton, Pa F	T	301. Waterloo, IowaM	H	302. Ogdensburg, N. Y. M	H	303. Kankakee, IllM	T	304. Plymouth. Pa M	T	

TABLE II-Continued

			No	MBER	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	зн Ѕсь	100г Т	EACHE	RS (NC	or Inc	TUDING	3 PRIN	CIPALS	) RE	CEIVING	A Y	EARLY	SALAI	TY OF-				Fotal	
Cirx	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or under u	\$900 or under 1	\$950 or or under	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under \$1,300	\$1,300 \$ or under u \$1,400 \$	\$1,400 \$ or under u \$1,500 \$	\$1,500 \$ or under u	\$1,600 \$ or under u	\$1,700 \$ or under u \$1,800 \$	\$1,800 \$ or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
305. Cranston, R. LM	:::	::	::	::	::		::	::	: "	::	::	33	::	::	::	::	::	::	::	::	::	::	88	\$1,017
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306. Streator, Ill F	::	::	::	::	::	: н	::	: 10	::	٠:	::	H:	::	н:	::	::	::	::	::	::	::	::	603	1,033
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307. Marietta, O F	::·	::	::	::	::	: 4	::	::	::	::	::'	Ħ:	::	::	::	::	::	::	::	::	::	::	H 4	1,000
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308. Muscatine, Ia	::	::	::	н 9	H:	::	::	::	:	::	::	::	::	;::	::	::	::	::	::	::	::	::	0.0	625
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309. Cheyenne, WyoM	::	::	::	::	::	: "	::	::	::	; ;	::	::	::	::	::	::	::	::	::	::	::	::	: "	740
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310. Keokuk, Ia F	: ':	::	::	: :	::	::	::	::	::	::	::	::	::	;:	::	::	::	::	::	::	::	::	 b7	765
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311. Beverly, MassR	: 01	: 0	::	: 0	: 0	::	: "	; H	::	::	::	н:	::	::	::	::	α:	::	::	::	::	::	123	1,333
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312. Watervliet, N. Y M	::		::	; ;	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	.: :	::	::
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a Including I assistant principal at \$1,.000

b Salaries not reported in detail.

\*TABLE II—Continued

1   1   1   1   1   1   1   1   1   1	\$1,600 \$1,700 \$1,800 \$1,000 and and and and and and and and and and
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a Including 1 assistant principal at \$800.

TABLE II-Continued

	Average Yearly Salary	\$810 765	783	720 608	624	1,100	730	960	827	570 656	641	788 588	889	720 588	621	750	738
Total	School Teach- ers	3.6	5	н 9	7	1 6	aro	25.0	14	HW	9	4.4	8	ню	4	0.0	8
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	: :	:	::	:	::	-: -	::	:	::	:	::	:
1	\$1,800 or under \$1,900	::	:	::	:	::	:	::	•	::	:	::	:	::	:	::	:
RY OF	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
Number of High School Teachers (not Including Principals) Receiving a Yearly Salary of-	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
EARLY	\$1,500 pr or under \$1,600	::	:	: :	:	: :	:	::	:	::	:	::	:	::	:	: •:	:
Y.	\$1,400 \$ or under u \$1,500 \$	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
EIVING	\$1,300 \$ or under u \$1,400 \$	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
REC	\$1,200 \$ or under u \$1,300 \$	::	:	::	:	::	<u> </u>	۳:	ī	::	:	::	:	::	:	: ;:	:
IPALS	\$1,100 \$1 or under ul \$1,200 \$1	::	:	::	:	<b>+</b> :	H	۳ :	ı	::	:	::	<u>                                      </u>	::	:	::	:
PRINC	\$1,000 \$1 or under ur \$1,100 \$1	::	:	::	:	::	:	н:	н	::	:	۳:	H	::	:	::	:
UDING	\$950 \$1 or under ur \$1,000 \$1	::	:	::	:	::	:	н:	H	::	:	::	:	::	:	::	:
INCL	\$900 \$0 or under un \$950 \$1	::	:	::	:	::	:	: "	3	::	:	::	<u> </u>   :	::	:	::	:
(NO)	\$850 \$9 or under un \$900 \$9	::	:	::	:	::	:	::	;	::	:	::	<u> </u>   :	::	:	: H	-
CHER	\$800 \$8 or under un \$850 \$9	0 0	4	::	   :	::	:	: H	 	::	<u> </u>   :	::	   :	::	   :	: <del>H</del>	H
L TE	\$750 \$8 or o under un \$800 \$8	::	   :	::	   :	: 01	0	: H	H	::	   :	٠:		::	   :	0 0	4
Sснос		::	   :	<b>H</b> :	H	: 9	9	: H		: "	"	٥ :	"	· :	 	::	:
Нісн		: H	H	::	   :	::	:	::	<u> </u>   :	: "		: "	"	::	<u> </u>   :	: +	-
R OF	o \$650 or or o \$700	::	:	: 4	4	::	   :	: %	8	: H	"	::		: 01	"	: H	-
VUMBE	o \$600 or or o \$650	::	   :	: H	H	::	   :	нн	01	нн	0	: H	H	: H		::	   :
~	sr or or or or or or or or or or or or or	::	 	: H	H	: H		::	1:	::	 	-: H		::	   :	::	:
	\$500 or or under	::			-	::		::		::	   ;	::	<u> </u>   :	::	   :	- : :	
	Under \$500		Į.	- TE	<u>-</u>		F1 .		<u>.</u>		H.		₽   .		<u> </u>	MH	El.
	Стгх	321. Wilkinsburg, PaM	•	322. Fort Dodge, IowaM		323. Woburn, Ind F		324. Melrose, Mass F		325. Hammond, IndM	•	326. Carbondale, PaM	•	327. Ashtabula, OF		328. Freeport, Ill	

a Including I assistant principal at \$1,100.

TABLE II-Continued

A	Average Yearly Salary	\$ 720	869	950	738			540	540	697 665	674	1000	738	750	750		
Total	School Teach- ers	нн	8	Io Io	a13				8	woo	11	1 7	8	: "	33		-
	\$2,000 or Over	::	:	::	:			::	:	::	:	: :	:	::	:		
	\$1,900 or under \$2,000	::	:	::	:			::	:	::	:	::	:	::	:		
	\$1,800 or under \$1,900	::	:	: :	:			::	:	::	:	: :	:	::	:		
RY OF	\$1,700 or under \$1,800	-::	:	::	:			::	:	::	:	::	:	::	:		
SALA	\$1,600 or under \$1,700	::	:	::	:			::	:	::	:	::	:	::	:		
EARLY	\$1,500 or under \$1,600	::	:	::	:			::	:	::	:	::	:	::	:	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,400 or under \$1,500	::	:	::	:			::	:	::	:	/: :	:	::	:		
CEIVIN	\$1,300 or under \$1,400	- : :	:	н:	-			::	:	::	:	::	:	::	:		_
s) RE	\$1,200 \$1,300 or or under \$1,300 \$1,400	-::	:	::	:			::	:	::	:	::	:	::	:		
NCIPAL	\$1,100 or under \$1,200	::	:	::	:			::	:	::	:	::	:	::	:		
с Рип	\$1,000 \$1,100 or under under \$1,100 \$1,200	::	:	::	:			::	:	::	:	۳:	Ï	::	:		
LUDIN	\$950 or under \$1,000	::	:	::	:			::	:	::	:	::	:	::	:		
OT IN	\$900 or under \$950	::	:	::	:			::	:	::	1:	::	:	::	:		
ers (n	\$850 or under \$900	::	:	::	:			::	:	::	:	::	:	::	1:		
ВАСНІ	\$800 or under \$850	::	:	н	61			::	:	::	:	::	:	::	:		
HOOL ]	\$750 or under \$800	::	:	нн	61			::	:	н:	I	::	]:	: m	3		
зн Ѕс	\$700 or under \$750	H :	H	::	:			::	:	: 0	6	: 4	4	::	:		
NUMBER OF HIGH SCHOOL	\$650 or under \$700	:н	۳	;∞	~			::	:	4	9	: "	3	::	1:		
MBER	\$600 or under \$650	::	:	::	:	able	ly	::	:	: "	2	: :	:	::	:		
N	\$550 or under \$600	: :	1	::	:	btain	ort on	::	:	::	:	::	:	::	:		
	\$500 or under \$550	::	:	: :	:	ata o btain able	al rep ort on ly	: 0	8	::	:	::	:	::	:		
	Under \$500	::	:	::	:	No d	Parti	::	:	::	:	::	:	::	:		
	Crrx	329. Mahanoy City, Pa. M	H	330. Hyde Park, MassM	T	331. Bethlehem, Pa	332. Flint, Mich	333. Laredo, TexR	T	334. Ashland, WisR	T	335. Oil City, PaR	T	336. Homestead, PaR	H	-	

a Including I assistant principal at \$1,300.

TABLE II-Continued

Average	Yearly Salary		\$1,025	638	738 670	694			720 585	630	750	750	868	887			
Total	School Teach- ers		IO	12	0 0	14			4	9	S I	90	7.3	10			
	\$2,000 or Over		::	:	: :	:			::	:	::	:	::	:			
	\$1,900 or under \$2,000		::	:	::	:			::		::	:	::	:			
	\$1,800 or under \$1,900		::	:	::	:			::	:	::	:	::	:			
RY OF	\$1,700 or under \$1,800		::	:	::	:			::	:	::	:	::	:		 )	_
SALA	\$1,600 or under \$1,700		::	:	: :	:			::	:	::	:	::	÷			
EARLY	\$1,500 or under \$1,600		::	:	::	:			::	:	::	:	::	:			_
G A Y	\$1,400 or under \$1,500		::	:	::	:			::	:	; ;	:	::	:			
CEIVIN	\$1,300 or under \$1,400		::	:	::	;			::	:	::	:	::	:			
s) RE	\$1,200 or under \$1,300		::	:	::	:			::	:	::	:	::	:	-		
CIPAL	\$1,100 \$1,200 or or under under \$1,200 \$1,300		::	:	::	:			::	:	: :	:	::	:			
с Рви	\$1,000 or under \$1,100		n :	N	::	:		-	::	:	::	:	::	:			
TUDIN	\$950 or under \$1,000		::	:	: :	:			: :	:	::	:	н о	8			
or In	\$900 or under \$950		::	1:	۳:	H			::	:	::	:	0 0	4			•
ERS (N	\$850 or under \$900		::	:	::	:			::	:	<b>H</b> :	H	::	:			
ГЕАСН	\$800 or under \$850		::	:	: H	I			::	:	::	:	: +	H			
HOOL	\$750 or under \$800		: H	I	٠:	8			<b>#</b> :	I	ан	3	: н	H			
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A VEARLY SALARY OF-	\$700 or under \$750		: "	-	: H	F			::	:	η:	10	: н	H			
or Hi	\$650 or under \$700		; H	I	: 0	10			нн	8	::	:	::	:			
MBER	\$600 or under \$650	able	: "	3	9 10	7	able	able	: 8	2	::	:	::	:			
Nu	\$550 or under \$600	o btain	::	:	::	:	o btain able	o btain	::	:	::	:	::	:			
	\$500 or under \$550	ata o	: =	"	::	:	ata o	ata o	:::	:	::	;	::	:			
	Under \$500	No d	: "	3	::	:	No d	No d	: #	-	::	:	::	:			
	Спу	337. Raleigh, N. C No d	338. Leominster, MassM	T	339. Janesville, WisM	T	340. Ishpeming, Mich	341. Dunmore, Pa	342. Owensboro, KyM	T	343. Pottstown, PaM	T	344. Helena, Mont F	T			

a Including 1 assistant principal at \$850.

	Average Yearly Salary	\$1,050 825	885		628		750	670	610	602	900	009	
Total	High School Teach- ers	111	15	: 01	or		9.10	5	n n	9	0 0	II	
	\$2,000 or Over	::	:	::	:		::	:	::	:	: :	:	
	\$1,900 or under \$2,000	::	:	::	:		::	:	: :	:	::	:	
_		::	:	::	:		::	:	::	:	::	:	
RY OF-	\$1,700 or under \$1,800	-::	:	::	:		:::	:	::	:	::	:	
SALA	\$1,600 \$1,700 \$1,800 or or or under under under \$1,700 \$1,800 \$1,900	::	:	::	:		::	:	::	:	::	:	
EARLY	\$1,500 or under \$1,600	::	:	::	:		: :	:	::	:	::	:	
GAY	0r or under 1,500	::	:	::	:		:::	:	::	:	::	:	<u> </u>
EIVIN	\$1,300 \$1,400 or or under under \$1,500	::	:	::	:		::	:	::	:	::	:	
) RE	\$1,200 pr or under \$1,300	۳:	"	::	:		::	:	::	:	::	:	
CIPALS	\$1,100 or under \$1,200	-::	:	::	:		::	:	::	:	::	:	
G PRIN	\$1.000 \$1.100 \$1.200 \$1.400 \$1.500 Or Or Or Or Or Or Or Or Or Or Or Or Or	ო :	E	::	:		::	:	::	:	::	:	
LUDIN	\$950 or under \$1,000	::	:	::	:		::	:	::	:	::	:	
or Inc	\$900 or under \$950	::	:	::	:		::	:	::	:	۸ :	N	
TRS (N	\$850 or under \$900	::	:	::	:		1::	:	::	:	::	:	
EACHE	\$800 or under \$850	: #	F	::	:		::	:	::	:	::	:	
100г	\$750 or under \$800	::	:	::	:		α:	n	::	:	::	:	***
н Sc	\$700 or under \$750	::	:	: "	6		::	:	::	:	::	:	
ж Ни	\$650 or under \$700	::	:	::	:		; +	н	<b>"</b> :	н	::	:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$600 or under \$650	::	:	able .:	9	able	: "	8	: +	-	: "	3	able
N	\$550 or under \$600	::	:	btain 	:	o btain	::	•	9 9	4	: 0	61	o btain o
	\$500 or under \$550	::	:		-		::	:	::	:	: 0	8	ata
	Under \$500	::	:	No d	:	No d	::	:	::	:	: 0	8	ъ
	Спу	345. Ithaca, N. Y	H	346. Kenosha, Wis No d ata 347. Marlboro, MassM	I	348. Glens Falls, N.Y No d ata	349. Chillicothe, OM		350. Menominee, Mich.M	T	351. Auburn, Me F	H	352. Elwood, Ind No

TABLE II-Continued

	Average Yearly Salary	\$ 625	625	1,000	089	720 628	658	760	633	810 621	644		575 555	564	351	351
Total	School Teach- ers	: 4	4	т 4	<i>a</i> 5	0.4	9	0.4	9	H 7	∞		4 10	6	: 20	<b>.</b>
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:		::	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:		::	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	: :	:		::	:	::	:
RY OF-	\$1,700 or under \$1,800	::	:	::	:	: :	:	: :	:	::	:		::	:	: :	:
SALA	\$1,600 or under \$1,700	::	-	::		::	:	::	:	::	:		::	:	::	:
EARLY	\$1,500 \$ or under \$1,600	::	:	::	:	::	:	::	:	::	:		::	:	::	:
A V	\$1,400 \$ or under u	::	:	::	:	::	:	::	:	::	:		::	:	::	:
CEIVING	\$1,300 \$ or under \$1,400	::	:	::	:	·::	:	::	:	::	:		::	:	::	:
) REC	\$1,200 or under \$1,300	::	:	::	:	::	:	::		::	:		::	:	::	:
CIPALS	\$1,100 \$ or under	-::	:	::	:	::	:	::	·	::	:		::	:	::	:
PRIN	\$1,000 \$ or under	::	:	H:	۳	::	:	::	:	::	:	-	::	:	::	:
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 sr under \$1,000	::	:	::	:	::	:	::	:	::	:		::	:	::	:
ot Inc	\$900 or nunder	::	:	::	:	::	:	::	:	::	:		::	:	::	:
RS (N	\$850 or under \$900	::	:	::	:	::	:	: 1	:	::	:		::	:	::	:
ЕАСНЕ	\$800 or under \$850	::	:	::	.:	::	:	::	:	۳:	-		::	:	::	:
100r J	\$750 or under \$800	::	:	::	:	::	:	o :	8	: 0	6		::	:	::	:
H SCH	\$700 or under \$750	: "	н	::	:	ч	8	::	:	: "	H		::	:	::	:
F HIG	\$650 or under \$700	::	:	; н	H	; н	T	::	:	: :	:		::	:	::	:
IBER C	\$600 or under \$650	. 8	8	: "	10	: н	H	: 0	(1)	: H	H	able	6 H	3	::	:
NUN	\$550 or under \$600	::	:	: <b>H</b>	H	: :	:	: :	:	::	:	o btain able	9 60	5	::	:
	\$500 or under \$550	: :	:	::	:	: "	I	: 0	0	; H	H	ata o	: #	H	::	:
	Under \$500	::	:	::	:	::	:	::	:	: 0	101	No d	::	:	: 10	ν,
	City	353. Ansonia, Conn M	T	354. Dover, N. H	H	355. Wausau, Wis	T	356. E. Providence, R.I.M	T	357. Cairo, IllR	T	358. Pittston, Pa	359. West Bay City,M Mich. F	T	360. Spartansburg, S. C.M	н

a Including 1 assistant principal at \$1,000.

TABLE II-Continued

	Average Vearly Salary	\$1,000 1,000	1,000	1,500	1,039		833 623	675		1,250	1,083	765	209	650	729	
	High School Teach- ers	40	9	7.0	6		6.2	8		4 10	6	1 2	3	19	7	
	\$2,000 or Over	::	:	: :	:		: :	:		::	:	::	:	::	:	
	\$1,900 or under \$2,000	::	:	::	:		; :			::	:	::	:	::	:	
1	\$1,800 or under \$1,900	::	:	::	:		::	:		::	:	::	:	::	:	 
RY OF-	\$1,700 or under \$1,800	::	:	::	:	•	::	:		::	:	::	:	::	:	 
SALA	\$1,600 or under \$1,700	::	<u> </u>	::	:		::	:		::	:	::	:	::	:	
EARLY	\$1,500 or under \$1,600	::	:	81 :	8		::	:		::	:	::	:	::	:	 
3 A Y	\$1,400 \$ or under \$1,500	::	:	::	:		::	:		::	:	::	:	::	:	 
EIVING	\$1,300 \$1,400 or or under under \$1,400 \$1,500	::	:	::	:		::	:		::	<del> </del>	::	:	::	:	 
) REC	\$1,200 \$ or under \$1,300	-::	:	: 01	N		::	:		4:	4	::	:	::	:	 
CIPALS	\$1,100 \$ or under u	::	:	::	:		::	:		::	:	::	:	::		 
PRIN	\$1,000 \$1,100 \$1,200 or or or or or or show ander under under \$1,200 \$1,300	4 2	9	: +	H		::	:		::	:	::	:	::		 _
LUDING	\$950 \$ or under \$1,000	::	:	::	<del>  -</del>		۳:	н		: 10	2	::	:	::	:	 
T INC	\$900 or under u \$950	::	:	::	:		::	:		::	:	::	:	: "	H	 
RS (NC	\$850 or under u	::	:	::	-		::	:		::	:	::	:	::	:	 _
EACHE	\$800 or under u	::	:	: 0	8		::	:		::	:	<del>-::</del>	:	-::	:	 —
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$750 to or under u	::	:	::	:		::	:		::	:	н:	"	: 0	10	 
н Ѕсно	\$700 or or under u	::	:	: н	н		::	:		::	:	::	:	: 0	100	 
High	\$650 \$ or under u	::	:	: "	H		мю	4		::	:	::	:	нн	10	 
BER OF	\$60c \$ or under u	::	:	::	:		:	:	able	::	:	::	:	::	:	
NUM	\$550 \$ or under u	::	:	::	:	t on ly	: 0	"	obtai nable	::	:	::	:	-::	:	 
	\$500 \$ or under un \$550	::	:	::	:	al rep ort on ly	; <del>H</del>	-	data	::	:	: 01	"	::	<del> </del>	 
	Under 5500 U	::	:	::	:	Parti al	::	:	No	::	:	::	:	::	:	 
	Ciry UI	361. Leadville, ColoM	T	362. Westfield, Mass F	T	363. Steelton, Pa P	364. Marion, O F	T	365. Piqua, O	366. Fresno, Calif	<u>[</u>	367. Natchez, Miss F	T.	368. Manitowoc, WisM	H.	

TABLE II-Continued

			ž	JMBER	NUMBER OF HIGH	GH Sc	Sсноог 7	EACHE	RS (NC	INC INC	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	PRIN	CIPALS	) REC	EIVING	3 A V	EARLY	SALA	RY OF-	∥.			Total	
City	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 \$ or under u	\$1,000 \$1,100 or or or under under \$1,200	St.100 \$1,200 \$1,400 or or or or or under under under under \$1,200 \$1,400 \$1,500	\$1,200 \$ or under u	\$1,300 or under \$1,400	\$1,400 or or under u	\$1,500 5 or under	\$1,600 \$1,700 or under under \$1,700 \$1,800	\$1,700 \$ or under u	9800 1der 1900	\$1,900 or under \$2,000	\$2,000 or Over	High School Teach- ers	Average Yearly Salary
369. Greenville, S. C No data	No d	ata o	o btain	able					-					-	-	<del> </del>		-	-			-		
370. Columbia, Pa	н	: :	: H	::	::	::	::	::	::	::	::	::	::	: :	::	::	::	::	::	::	::	::	н а	\$ 360 518
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371. Oklahoma, O.TM	::	: <b>H</b>	::	9.8	o :	: "	::	::	::	::	::	Н:	::	::	::	::	::	::	::	::	::	: :	-100	722
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372. Hannibal, MoM	::	::	:"	н 6	::	::	::	н:	: н	::	::	::	::	::	::	::	::	::	::	::	::	: :	0.4	720
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373. Nanticoke, Pa No	No d	d ata o	o btain	able																				
374. Stillwater, Minn No	Р	ata	o btain	able																				
375. Marshalltown, Ia M	::	: 9	: "	: 60	10	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: :	::	н «	675 610
T	:	6	ī	8	8	:	:	:	:	:	:	:	:	:	:	:	:	1:	1:	1:	:	1:	l°	618
376. LansingburgM N. Y.	::	: :	::	1 3	::	н :	::	::	::	::	:,:	::	::	::	::	::	::	::	::	::	::	::	9 60	650
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a Including I assistant principal at \$585.	nt prin	ıcipal	at \$5	85.			b In	cluding	I ass	istant	b Including I assistant principal at \$1,000.	al at	\$1,000											

a Including 1 assistant principal at \$585.

TABLE II-Continued

Figure 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	# # # # # # # # # # # # # # # # # # #
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a Including I assistant principal at \$1,100.

TABLE II—Continued

			N <sub>o</sub>	IMBER	OF H1	GH SC	ноог Л	BACHE	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	or Inc	LUDING	3 Prin	CIPALS	) REC	EIVING	ΥV	EARLY	SALA	RY OF-				Fotal	
Спу	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under u	\$900 or under \$950	\$950 \$ or under u	\$1,000 \$ or or under u	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under u	\$1,300 \$ or under \$1,400 \$	\$1,400 \$ or under u	\$1,500 \$ or under \$1,600 \$	\$1,600 \$ or under \$1,700	\$1,700 \$ or under u \$1,800 \$	\$1,800 9 or under \$1,900	\$1,900 \$ or under \$2,000	\$2,000 or Over	School Teach- ers	Average Yearly Salary
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a Including 1 assistant principal at \$750.

TABLE II-Continued

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a Not separately reported.

TABLE II-Continued

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a Including I assistant principal at \$1,750.

TABLE II—Continued

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	Under \$500	No d	::	1	::	:	::	:	Ъ	::	:	::	:	þ			
	Cirv	433. Winston, N. C	434. Peekskill, N. YM	H	435. Meadville, PaM	. T	436. Marquette, MichM	T	437. Sioux Falls, S. Dak No	438. Beaver Falls, PaM	T	439. Hot Springs, ArkM	H	440. Bellaire, O No			

TABLE II-Continued

			NG	MBER (	JF HIC	NUMBER OF HIGH SCHOOL	1001 T	EACHE	RS (N	or Inc	CLUDIN	G PRIN	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	) RE	CEIVING	AY	EARLY	SALA	RY OF-					
Crry	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under	\$800 or or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 or under \$1,000	\$1,000 or or under \$1,100	fr, roo f or under	1,200 5 or inder 1,300	\$1,300 \$1,400 or or under under \$1,400 \$1,500	\$1,400 \$ or under u	\$1,500 \$ or under u	\$1,600 \$ or under u	\$1,700 \$ or under u \$1,800 \$	\$1,800 \$ or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	School Teach- ers	Average Yearly Salary
441. Fort Scott, KansM	: 9	::	::	H :	::	::	н:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	6 2	\$ 698 475
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443. Pontiac, MichM	::	::	: +	: 0	; <del>H</del>	::	::	: н	<b>#</b> :	::	::	::	::	::	::	::	::	::	::	::	::	::	Η̈́Ω	850
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444. Manchester, Va	%	data	obtai nable	nable																				
445. Watertown, MassM	::	::	::	::	: #	: "	: H	::	: H	::	::	۲:	::	::	::	::	::	::	::	::	::	::	1 2	1,000
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446. Ironwood, MichM	::	::	::	::	::	: "	: 0	::	::	::	::	::	::	::	::	::	::	::	::'	::	::	.::	: 4	725
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447. Anniston, AlaM	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	
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a Including I assistant principal at \$1,100.

TABLE II-Continued

	Average Yearly Salary		\$800 621	999	575 650	613	553 586	576	630	650		800 584	809	750 650	299	:	
Total	School Teach- ers		0.0	∞	9 9	4	0,10	a7	: 10	3		н «х	6	н ю	9		
	\$2,000 or Over		: :	:	: :	:	::	:	::	:		::	:	::	:		
	\$1,900 or under \$2,000		::	:	::	:	::	:	::	:		::	:	::	:		_
1	\$1,800 or under \$1,900		::	1	::	:	::	:	: :	:		::	:	::	:		_
RY OF-	\$1,700 or under \$1,800		::	:	::	:	::	:	::	:	*****	::	:	::	:		_
SALA	\$1,600 or under \$1,700		::	:	::	:	::	:	: :	:		::	:	::	:		_
EARLY	\$1,500 pr or under \$1,600		::	:	::	:	::	:	::	:		::	:	::	:		_
AY	\$1,400 \$ or under \$1,500		::	:	::	:	::	:	::	:		::	:	::	:		_
EIVING	\$1,300 \$ or under u \$1,400 \$		::	:	::	:	::	:	::	:		::	:	::	:		<u> </u>
) REC	\$1,200 \$ or under u \$1,300 \$		::	:	::	<u> </u>   :	::	:	::	:		::	:	::	<u> </u> :		_
IPALS	\$1,100 \$: or under u \$1,200 \$		::	:	::	:	::	:	::	:		::	:	::	:		_
Princ	\$1,000 \$ or under u		::	:	::		::	:	::	:		::	<u> </u>   :	::	:		_
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 \$1 or under u		::	:	::	:	::	:	::	:		::	:	::	:	·	_
r Inci	\$900 \$ or under u		; ;	:	::	:	::		::	:		::	:	::	:		_
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or TE	\$750 \$ or under ur \$800 \$		::	:	::	:	-::		::	:		-::	:	H :	-		-
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ER OF	\$600 \$ or under un		: =		нн	0	::	   :	: 0	01	le –	: "	-	: <b>+</b>	-		_
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	Сітх	449. Jefferson City, Mo No d	450. Adrian, Mich F		451. Carlisle, Pa F		452. Mattoon, IllF		453. Plymouth, MassM		454. Fargo, N. D No c	455. Middletown, Conn.M		456. Escanaba, MichM			

a Including 1 assistant principal at \$718.

TABLE II-Continued

)tal	High Average School Yearly Teach- Salary ers	8575	6 575	1 1,000 7 864	881		831 770	797	9 644	a9 644	500	3 500	1 800 4 500	b5 560	1 800 5 550	b6 592	
Ĕ	\$2,000 Sc. or Te. Over e	::	   :	::	:		::	<u> </u>   :	::	<u> </u>  :	::	<u>1</u>   :	::	<u> </u>  :	::	1:	
	\$1,900 \$2,000 \$2,000	::	<u> </u>  :	::	<u> </u>   :		::	   :	::	1:	::	<u> </u>   :	::	:	::	<del> </del>	
	\$1,800 \$1, or under un \$1,900 \$2,	::	<u> </u>   :	<del>-::</del>	:		::	<u> </u>   :	::	<u> </u>  :	::	:	::	:	::	1:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,700 \$1, or under un \$1,800 \$1,	:	<u> </u> 	::	:		::	:	::	+-	-::	<del> </del>   :	::	:	::	1:	
SALAR	\$1,600 \$1 or under un \$1,700 \$1	::	<u> </u>   :	::	<u> </u>   :		::	<u> </u>   :	::	1:	::	<u> </u>   :	::	<u> </u>   :	::	:	
ARLY	\$1,500 \$1 or under ur \$1,600 \$1	::	<u> </u>   :	::	:		<del></del>	   :	::	<u> </u>  :	-::	<u> </u>   :	::	<u> </u>  :	::	:	
A YE	\$1,400 \$1 or under ur \$1,500 \$1	::	:	::	:		::	:	::	:	::	:	::	:	::	:	-
EIVING	\$1,300 \$1 or under un \$1,400 \$1	::	   :	::	:		::	:	::	:	::	:	::	<del> </del>	::	:	
) KEC	\$1,200 \$ or under u	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
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LUDING	\$950 \$ or under u	::	:	:::	:		::	:	::	:	::	:	::	:	: :	:	_
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	Under \$500	::	:	::		No	::	:	::	:	::	:	::	:	: H	н	
	Ciry	457. Hudson, N. Y F	T.	458. West Chester, PaM	1	459. Stevens Point, Wis No d	460. Huntington, IndM	C	461. Natick, Mass F	L	462. Frankfort, KyM F	C	463. Waterville, MeM	L	464. Amesbury, MassM F	T	

a Including I assistant principal at \$1,000.

b Including I assistant principal at \$800.

ABLE II—Continue

, v	Yearly Salary	\$650	650				630	630	683 750	710	675 639	645	555	ν ν
Total	School Teach- ers	:9	9				: 01	67	w 01	ıv	ню	9	00	0.
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	or or inder	::	:				::	:	::	:	::	:	::	:
Y OF-	\$1,700 \$1,800 \$1,900 or or under under under under \$1,800 \$1,900 \$2,000	::	:				::	:	::	:	::	:	::	:
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,600 \$ or under \$1,700 \$	::	:				::	:	::	:	::	:	::	:
ARLY	\$1,500 \$ or under u	::	:				::	:	::	:	::	:	::	:
A YE	\$1,400 \$1 or under ui \$1,500 \$	::	:				::	:	::	:	::	:	::	:
SIVING	\$1,300 \$1 or under ut \$1,400 \$1	-::	<u> </u>   :				::	:	::		::	:	::	:
RECE	\$1,000 \$1,100 \$1,200 \$1,300 \$1,400 or or or or or or or or or or or or or	::	:				::	:	::	<u> </u>   :	::	   :	::	   <b>:</b>
PALS)	\$1,100 \$1,200 or or under \$1,200 \$1,300	::	:				::	:	::	<u> </u>   :	::	   :	::	] ;
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NOT	or or or or st under	::	 				::	·   :	:;	 	::	 	::	<u> </u>
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	Cirv	465. Olean, N. Y	H	466. Anaconda, Mont	467. Hackensack, N. J No data	468. Clarksville, Tenn No d ata	469. Beaumont, TexM	T	470. Waukegan, IllM	T	471. Carthage, MoM	H	472. Traverse City,M Mich. F	F .

ABLE II—Continued

			NON	IBER C	F Hic	H SCF	T TOOF	ЕАСНВ	RS (NC	or Inc	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	FRIN	CIPALS	) RE	CEIVING	3 A Y.	EARLY	SALA	RY OF-	,			Fotal	
Спу	Under	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under	\$850 or under u	\$900 or under \$950	\$950 S or under u	\$1,000 \$ or under u	\$1,100 \$ or under u \$1,200 \$	\$1,200 or under \$1,300	\$1,200 \$1,300 \$1,400 or or or or under under under \$1,300 \$1,400 \$1,500	\$1,400 \$ or under u	\$1,500 \$ or under u	\$ \$1,600 \$ or under u	5 \$1,700 \$ or r under u	\$1,800 \$ or under u \$1,900 \$	\$1,900 or under \$2,000	\$2,000 S or Over	School Teach- ers	Average Yearly Salary
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479. Wakefield, MassM	::	: "	::	: -	: "	n :	: -	::	: #	::	::	::	н:	::	::	::	::	::	::	::	::	::	63	833
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TABLE II-Continued

			N.	NUMBER OF	оғ Нісн	GH SCI	Sсноог Т	EACHE	trs (N	or Inc	CLUDIN	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	CIPAL	5) RE	CEIVIN	G A Y	EARLY	SALA	RY OF	,			Total	.
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under	\$850 or under \$900	\$900 or under \$950	\$950 or or under \$1,000	\$1,000 for under	\$1,100 \$1,200 or or under under \$1,200 \$1,300		\$1,300 \$1,400 \$1,500 or or or under under under \$1,400 \$1,500 \$1,600	\$1,400 or under \$1,500		\$1,600 or under \$1,700	\$1.700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	School Teach- ers	Average Yearly Salary
481. Iron Mt., MichM	::	. :	::	::	п 8	H:	<b>#</b> :	: ∺	: :	::	::	::	::	::	::	::		::	::	::	: .	::	ω4	\$ 713 701
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a Including 1 assistant principal at \$570.	at prin	cipal	at \$57	ġ			b In	cluding	ı ı ası	sistant	princi	b Including 1 assistant principal at \$900.	\$900.				c Incl	uding	ı assi	stant 1	princip	oal at	c Including I assistant principal at \$1,100.	

ABLE II—Continue

			N	MBER	or Hi	зн. Ѕсь	1001	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	RS (NO	T INC	LUDING	PRIN	CIPALS	) REC	EIVING	A YE	ARLY	SALAR	Y OF-			Tota	_	
Спу	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or or under \$800	\$800 or or under u	\$850 \$ or under u	\$900 or under u \$950	\$950 \$1 or under u	\$1,000 \$1 or under u	\$1,100 \$1,200 or or under \$1,200 \$1,300	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1 or under u \$1,400 \$1	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under un \$1,600 \$1	\$1,600 \$1,700 or under under \$1,700 \$1,800	\$1,700 \$1, or under un \$1,800 \$1,	\$1,800 \$1,9 or under und \$1,900 \$2,0	\$1,900 or under \$2,000 Over	High School r Feach- er ers	ol Yearly h- Salary	rage trly ary
489. Champaign, IllM	:::	::	::	::	::	63	::	; ;	: :	::	::	::	::	::	::	::	::	::	::	::	::	::	63	\$72
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L	I	:	:	:	:	:	:	:	:	:	:	:	:	   :	<u>                                       </u>	:	:	:	   :		   :	   :		9
491. Brunswick, Ga Parti	Parti	al	rep ort on ly	ly																				
492. N. TonawandaM N. Y.	::	::	::	::	: "	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	٠, ړ	
T	:	:	:	:	a	8	:	:	:	:	:	:	:	:	:	:	:	;	:	:	   :	   :	20	989
493. Duquesne, PaR	:::	::	: :	::	:::	. 0	::	::	::	::	::	::	::	::!	::!	::	::	::	::	::	::	::	: 01	720
T	:	:	:	:	:	N	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	8	720
494. Cortland, N. YM	:::	::	: 4	::!	. H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::1	: 10	570
I	:	:	4	:	H	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	;	N.	570
495 Lancaster, O No data	No d		o btain able	able												,				/				
496. Alliance, OM	::	::	::	: "	::	нн	::	::	::!	::	::	::	::	::	::	::	::	::	::	::	::	::	1 2	700 650
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TABLE II-Continued

Average	Yearly Salary	\$ 700	675	750	099		467	467	900	750		563	588	1,133	880	
Total	School Teach- ers	3	4	1	ĸ		. 8	8	1 2	3		8 20	~	27	aro	
	\$2,000 or Over	: :	:	::	:		::'	:	::	:		::	:	::	:	
	\$1,900 or under \$2,000	::	:	::	:		::	:	::	:		::	i	::	:	
	\$1,800 or under \$1,900	::	:	::	:		::	:	::	:		::	:	::	:	
RY OF	\$1,700 or under \$1,800	::	:	::	:		::	:	::	:		::	:	::	:	
SALA	\$1,600 or under \$1,700	::	:	::	:		::	:	::	:		::	:	::	:	
EARLY	\$1,500 or under \$1,600	::	:	::	:		::	:	::	:		::	:	::	:	
G A Y	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:		::	:	H :	-	 
CEIVIN	\$1,300 or under \$1,400	::	:	: :			::	:	::	:		::	:	::	:	
s) RE	or or inder 1,300	::	:	::	:		::	:	::	:	-	::	i	::	:	
CIPAL	\$1,100 or under \$1,200	::	:	::	:		::	:	::	:		::	:	::	:	
с Ркп	\$1,000 or under \$1,100	::	:	::	:		::	:	::	:		::	:	α:	N	
CLUDIN	\$950 or under \$1,000	::	:	::	<i>i</i> :		::	:	::	<u> </u>		::	:	::	:	
OT INC	\$900 or under \$950	::	1:	::	:		::	1	H:	H		::	:	: н	H	 
ERS (N	\$850 or under \$900	::	:	::	:		::	:	::	:		::	:	::	1:	 
EACHI	\$800 or under \$850	::	:	::	:		· ::	:	::	:	-	::	:	۰: ۳	100	 -
тоог 3	\$750 or under \$800	::	1:	н:	7		::	:	::	:		::	:	::	:	
3H SCI	\$700 or under \$750	нн	10	::	:		::	:	::	:		::	:	::	:	
JF HIC	\$650 or under \$700	: 9	10	: "	3		::	:	: 0	18		н:	H	::	:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$600 or under \$650	::	:	: H	1	able	. н	H	::	:		н:	H	::	1:	
NU	\$550 or under \$600	::	:	::	:	o btain able	::	:	::	1	ort on	: 4	4	::	:	 4.4
	\$500 or under \$550	::	:	::	:		: H	F	::	:	al rep	: H	F	: н	"	
	Under \$500	::	1:	::	:	No d	: н	T	::	:	Parti	: -:	:	::	:	
	Спх	497. Lincoln, Ill	T	498. Willimantic, Conn.M	H	499. Lincoln, R. I No d ata	500. Cumberland, R. I. M	H	501. Sharon, PaR	T	502. Berlin, N. H Parti al rep ort on ly	503. Boone, IaR	T	504. Long Branch, N. J.M	H	

a Including I assistant principal at \$1,400.

ABLE II—Continue

	Average Yearly Salary	\$525	525	000	009	675 636	644	800	800	683 550	009	800	800		618	209	
Total	High School Teach- ers	: "	3	на	3	7.5	6	: "	3	w w	∞	т 7	∞		7	6	
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
RY OF	\$1,700 or under \$1,800	::	:	::	<i>.</i> :	::	:	::	:	::	:	::	:		: :	:	
SALA	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
EARLY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	••	::	:	
G A Y	fr,400 or under fr,500	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
s) RE	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
CIPAL	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
G PRII	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	: н	I		::	:	
LUDIN	\$950 or under \$1,000	1 :	:	::	:	::	:	::	:	::	:	::	:		::	:	
or Inc	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	: H	I		::	:	
TRS (N	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
EACH	\$800 or under \$850	::	:	::	:	::	:	: "	8	۳:	H	нн	N	•	::	:	
HOOL J	\$750 or under \$800	: :	:	::	:	: 0	10	::	:	Ħ :	۳	: 10	8		::	:	
SH SC	\$700 or under \$750	::	:	::	:	н:	Ĥ	::	:	::	:	::	:		: #	н	
OF Hic	\$650 or under \$700	::	:	::	:	нн	N	::	:	::	:	: "	H		۳:	H	
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N	\$550 or under \$600	: H	H	::	:	: 01	N	::	:	: "	H	::	:	ort on ly	S	9	
	\$500 or under \$550	: н	H	::	:	::	:	::	:	Н 6	3	::	:	al rep	::	:	
	Under \$500	: "	H	: :	:	::	:	::	:	::	:	::	:	Parti	::	:	
	Спу	505. Chambersburg, Pa.M	I	506. Webster, MassM	T	507. Elyria, O F	T	508. Selma, Ala F	T	509. Owosso, MichM	T	510. Xenia, O F	I	511. St. Cloud, Minn	512. Wabash, Ind F	H	

TABLE II-Continued

Average	Yearly Salary	\$720	720	750	750	800	625			756	069	300	300	, 600	583	
Total High	School Teachers	. 10	7.5	4 I	S	7	∞			7.0	6	: 01	63	H 6	9	
	\$2,000 or Over	::	:	: :	:	::	:			::	:	::	:	::	:	
	\$1,900 or under \$2,000	::	:	::	:	::	:			::	:	::	:	::	:	
	\$1,800 or under \$1,900	::	:	::	:	::	:			; ;	:	::	:	::	-	 _
RY OF-	\$1,700 or under \$1,800	::	:	::	:	::	:			::	:	::	:	::	<u> </u>	 _
SALA	\$1,600 or under \$1,700	::	:	• :	:	::	:			::	:	::	- 3	::	:	 _
EARLY	\$1,500 or under \$1,600	::	:	::	:	::	:			::	:	::	:	::	:	 _
3 A Y	\$1,400 or under \$1,500	::	:	::	:	::	:			::	:	::	:	: ;	:	
CEIVIN	\$1,200 \$1,200 \$1,400 \$1,500 or or or or or or or or or or or or or	::	<u>                                     </u>	::	:	::	:			::	:	::	:	::	:	
) RE	\$1,200 or under \$1,300	::	:	::	:	::	:			::	:	::	:	::	:	
CIPAL	\$1,000 or under \$1,200	::	:	::	:	-::	:			::	:	::	:	::	:	
3 PRIN	\$1,000 or under \$1,100	::	:	::	:	::	:			::	:	::	:	::	:	
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 or under \$1,000	::	:	::	:	::	:			::	:	::	:	::	:	
or Inc	\$900 or under \$950	::	:	::	:	::	:			::	:	::	:	::	:	
RS (N	\$850 or under \$900	::	:	::	:	::	:			::	:	::	:	::	:	 
EACHE	\$800 or under \$850	: "	H	::	:	нн	10			н:	۳	::	:	::	:	
Sсноог Т	\$750 or under \$800	. :	1	4 H	S	::	:			: H	۳	::	:	::	:	
H SCI	\$700 or under \$750	. 4	4	::	:	: н	H			ню	4	::	:	::	<u> </u>	
F Hic	\$650 or under \$700	::	:	::	:	::	:			: H	Н	::	:	: н	H	
NUMBER OF HIGH	\$600 or under \$650	::	:	::	:	: 8	8	<u>^</u>	able	: н	H	::	:	н:	۳	
Non	\$550 or under \$600	::	:	::	:	: 8	10	ort on	o btain	: н	H	::	:	::	1	
	\$500 or under \$550	::	:	::	:	::	:	al rep		::	:	::	:	: "	H	
	Under	::	:	::	:	; н	۲	Parti	No d ata	::	:	.: 0	N	::	:	
	Спт	513. Arlington, MassM	L	514. Washington, IndM	T	515. Danvers, MassM	H	516. Stonington, Conn Parti al rep ort on ly	517. Merrill, Wis	518. Warren, O	H	519. Annapolis, MdM	T	520. Rochester, N. HM	H	

TABLE II-Continued

	Average Yearly Salary	\$ 600	638	1,000	610	765 675	720	875 633	730		299			650 720	697
Total	High School Teach- ers	8.80	9	н 4	2	аа	4	9.10	5	:9	9			н 6	3
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:			: :	:
	\$1,900 or under \$2,000	: :	:	::	:	::	:	::	:	::	:			::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:			::	:
RY OF-	\$1,700 or under \$1,800	::	:	::	:	::	:	::	1	::	:			::	:
SALA	\$1,600 or under \$1,700	-::	:	::	:	::	:	::	:	::	:			::	:
EARLY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:			::	:
3 A Y	\$1,400 \$1,500 or or under \$1,500 \$1,600	::	:	::	:	::	:	::	:	::	:			::	:
HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,300 \$ or under \$1,400	::	:	::	:	::	:	::	:	::	:			::	:
3) RE	\$1,100 \$1,200 \$1,300 or or under under under \$1,200 \$1,300 \$1,400	::	:	::	:	::	:	::	:	::	:			::	:
CIPALS	\$1,100 or or under \$1,200	1:	:	::	:	::	:	н:	н	::	·:			::	:
3 PRIN	\$1,000 pr or under \$1,100	::	:	н:	٦	::	:	::	:	: "	н			::	:
LUDING	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:			::	:
or Inc	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:		•	::	:
RS (NG	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:			::	:
ЕАСНВ	\$800 or under t	۳:	H	::	:	н:	H	::	:	::	:			::	:
100	\$750 or under \$800	::	:	::	:	::	:	: н	۳	::	:			::	:
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F Hig	\$650 or under \$700	::	:	::	:	::	:	H :	H	::	:		,	<b>"</b> :	H
NUMBER OF	\$600 or under \$650	::	:	:н	H	: н	I	: "	I	: 10	3	able	ly	::	:
Non	\$550 or under \$600	::	:	::	:	::	:	; н	۲	::	:	о резпи	ort on 1	::	:
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	Стт	521. Peru, IndF	H	522. Barre, Vt	L.	523. Fremont, O	H	524. Watertown, WisM	T	525. Plattsburg, N. YM	T	526. Pekin, Ill	527. Kewanee, Ill	528. Astoria, Ore	H

TABLE II-Continued

			N.	MBER	OF HI	GH SCI	HOOL J	ЕАСНЕ	RS (NC	T INC	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	. PRIN	CIPALS	) REC	EIVING	A YE	ARLY	SALAR	Y OF-			Tota		
CITY	Under	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or or under \$850	\$850 or under u	\$900 or under u	\$950 \$ or under u	\$1,000 \$ or under u	\$1,100 \$1 or under u	\$1,200 \$ or under u	\$1,300 \$1 or under \$1,400 \$1	\$1,400 \$1, or under un \$1,500 \$1,	\$1,500 \$1 or under un \$1,600 \$1	\$1,600 \$1,700 or under under \$1,700 \$1,800		\$1,800 \$1,900 or or under under \$1,900 \$2,000	\$1,900 or under \$2,000	School Teach-	ol Yearly h- Salary	ly in
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536. Laramie, Wyo No d	No d	ata	o btain able	able	1																			
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			Nu	MBER (	JF HIC	эн Scr	тоог 1	EACHE	RS (N	OT INC	NUMBER OF HIGH SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	G PRIN	CIPALS	;) RE	CEIVIN	G A Y	EARLY	SALA	RY OF-	ı			Total	
Сітч	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under	\$900 or under \$950	\$950 or or under \$1,000	\$1,000 to under to \$1,100	\$1,100 \$ or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 \$ or under \$1,500	\$1,500 to under under 15,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	School Teach- ers	Average Yearly Salary
537. Rockland, MeM	::	: H	: 8	::	::	::	::	1 .	::	::	::	::	::	::	::	::	::	::	::	::	::	::	3	\$800
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a Including 1 assistant principal at \$800.

TABLE II-Concluded

		Average Vearly Salary	\$ 630	809	653 495	558	1,080	1,080
	Total	School Teach- ers	1 2	3	9 %	100	9 0	
		\$2,000 or Over	::	:	::	:	: :	:
		\$1,900 or under \$2,000	: :	:	::	:	::	:
	1	\$1,800 or under \$1,900	÷	:	: :	:	::	:
	IRY OF	\$1,700 or under \$1,800	::	:	::	:	::	:
	SAL	\$1,600 \$1,700 or or under under \$1,800	::	:	::	:	::	:
	EARLY		::	1:	::	1:	::	:
	INUMBER OF THE SCHOOL LEACHERS (NOT INCLUDING FRINCIPALS) RECEIVING A LEARLY SALARY OF-	\$1,000 \$1,100 \$1,200 \$1,400 \$1,500 under under under under under under under under \$1,100 \$1,200 \$1,500 \$1,600	::	:	::	:	::	:
	CEIVIN	\$1,300 or under \$1,400	1:	:	0	:	::	:
1	S) KE	\$1,200 or under \$1,300	::	:	::	1:	: :	:
	NCIPAL	\$1,100 or under \$1,200	::	1	::	1:	::	:
	G FRI	\$1,000 or under \$1,100	::	:	::	:	9.60	r.
	CLUDIN	\$950 or under \$1,000	::	:	::	:	::	:
1	NI IS	\$900 or under \$950	::	:	::	1:	::	
	ERS (N	\$850 or under \$900	::	į:	::	:	::	:
	EACH	\$800 or under \$850	::	1	::	:	::	:
	TOOL	\$750 or under \$800	::	ļ:	::	:	::	:
00	J.H. OC.	\$700 or under \$750	: =	H	H :	F	::	:
17.	10	\$650 or under \$700	::	:	::	:	::	:
	MBER	\$600 or under \$650	Ħ:	H	::	:	::	:
N.	N C	\$550 or under \$600	::	:	H :	H	::	:
		\$500 or under \$550	::	:	::	:	::	:
		Under \$500	: =	I	. "	3	::	:
		Спу	545. Danville, PaM	T	546. Moberly, MoM	T	547. Cripple CreekM Colo.	T

# TABLE III-CLASSIFIED YEARLY SALARIES OF PRINCIPALS OF ELEMENTARY SCHOOLS

The control of the co					1	VUMBE	R OF I	NUMBER OF PRINCIPALS OF	ALS OF	FLE	ENTA	RY SCH	ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	ECEN	ING A	YEARI	Y SAL	ARY OF	,				Total	
1			\$500 or under \$550		\$600 or under \$650		\$700 or under \$750					\$950 \$ or inder t,000 \$	i,000 fi	or, or ider iii	or or or os;	300 \$1, or or or der or or or or or or or or or or or or or or or or o	too \$1,5 or der und 500 \$1,6	oo \$1,6 or or oo \$1,7	or or or or or or or or or or or or or o	of \$1,80	o \$1,900 or r under		pals of Ele- ment'y Schools	Average Yearly Salary
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1	2. Chicago, IllR	::	: :			}	::	::	::	::	::	::	::	::	нн	::	0 0	ю a	2.80					2,288
	T	:	:	:		:	:	:	:	:	:	:	:	:	8	:	4		1 2	120		1		2,284
1	3. Philadelphia, PaM.	: :	::			}	::	::	:0	: 5	: 14	٠: ا	: "	::	47	6 6	: H							2,017
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	4. St. Louis, MoR	::				::	: "	: <b>H</b>	::	нн	H :	::	<b>H</b> :	нн	49	нε	: H	N :						1,970 1,622
1	Ī	:	:			:	н	н	:	N	н	:	н	8	OI OI	4	н	0	7	1 7				1,839
	5. Boston, MassF		::			::	::	::	::	::	::	::	::	::	::	::	::						•	3,137
1	I	:	:			i	:	:	:	:	:	:	:	:	:	:	:							3,137
1   1   1   1   1   1   1   1   1   1	6. Baltimore, MdR		::			::	H :	::	::	::	308	:0	m m	: 8	100	::	::							1,221
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	H	:	:			:	N	:	7	:	:	:	н	1	8	8				9				1,526

a Including 10 acting principals at \$1,440 to \$1,735, average \$1,400, and 6 heads of departments at \$1,600. b Including 101 supervising principals at \$1,250 to \$2,500, average \$1,746.

c Classed as vice-principals in school directory; do not include 22 group principals at \$1,800 to \$2,000, average \$1,991.

d Not including 1 supervisor of grammar and 1 of primary grades at \$2,000 each.

TABLE III—Continued

				-	VUMBE	R OF I	PRINCIL	ALS OF	ELEN	AENTA	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	HOOLS	RECEI	VING A	YEA	RLY SA	LARY	OF-					Total	
City	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 \$ under u	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under u	\$1,300 \$ or under u	\$1,400 \$ or under u \$1,500 \$	\$1,500 \$ or under u	\$1,600 \$ or under u	\$1,700 \$1 or under un \$1,800 \$1	\$1,800 \$. or under u	\$1,900 g or under \$2,000	\$2,000 p		Average Yearly Salary
9. San Francisco, Calif.M	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	:-	:81	::	-::	: 12	::	13	13 40	\$2,160 1,719
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Jo. Pittsburg, PaR	::	::	::	::	::	::	::	::	::	37	::	15	: 1	: 9	и:	::	4 ω	1- 0	::	н 0	::	15	29	1,874 1,083
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12. Milwaukee, Wis F	::	::	::	::	::	::	::	::	::	::	::	: 0	а н	нн	2 7	а н	::	<b>#</b> :	88 :	::	::	::	14	1,574
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13. Detroit, MichR	::	::	::	::	::	::	::	::	:∞	2 41	::	::	нн	н:	203	::	ω4	н а	а н	۲:	::	::	20	1,511
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14. New Orleans, LaM	::	::	: 0	. 10	. "	: 4	: 0	21	::	нх	101	::	::	::	::	::	::	::	::	::	::	::	59	975 805
T	:	:	8	7.2	3	4	6	21	:	9	15	:	:	:	:	:	:	:	:	:	:	:	65	821
15. Washington, D.CM	::	::	::	::	: H	: н	н 4	ч	15	: "	::	Io	: :	: 0	н 4	::	0 H	::	::	::	::	::	17	1,035
T	:	:	:	:	H	H	20	9	17	-	:	19	:	유	7.0	:	3	:	:	:	:	:	biio	666
16. Newark, N. JR	::	::	: :	::	::	::	::	::	: H	::	::	::	::	: 4	::	: H	4:	::	8 :	٠: ١	N :	56	36	2,017
T		:	:	:	:	7:	:	:	H	:	:	:	:	4	:	н	4	:	0	-01	8	56	42	1,896

b Not including 13 supervising principals at \$2,000 and 1 director of primary work at \$1,500.

a Not including 1 supervisor of grades at \$2,500.

A YEARLY SALARY OF-	\$\frac{1.300}{0.00} \text{ \$\frac{1.400}{0.00} \text{ \$\frac{1.500}{0.00}	3 2 22 15 15 \$2,380	22 22 11 10 10 14 44 44		3 1 5 1 2 a45	12 2 I I I I I I I I I I I I I I I I I I	3 15 3 2 1 56 1,150	5	8			2 2 4 4	4 48 I.307	7 1 I.71 35 I,111	9 7 1 1 642 1,121	I 9 I 1.583	
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TENTAR	\$900 \$ or under ur \$950 \$1	::	: :	٥:	0	: H	"	: н	<u> </u>	::	<u> </u>   :	н 4	5.	; H	<u>                                     </u>	: "	
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	\$550 or under \$600	::	:	::	:	::	:	::	:	: H	H	::	:	::	:	::	
	\$500 or under \$550	::	1:	::	:	::	:	::	:	::	:	::	:	::	<u> </u>	::	
	Under \$500	::	1:	::	:	::	:	::	:	::	:	::	:	::	:	::	•
	Стту	17. Jersey City, N.JM	H	18. Louisville, Ky F	T	19. Minneapolis, MinnM	T	20. Indianapolis, IndM	T	21. Providence, R. IM	T	22. Kansas City, MoM	T	23. St. Paul, MinnM	T	24. Rochester, N. YM	_

a Including 1 assistant principal at \$1,200.

c Not including 3 supervisors at \$1,300. b Not including 19 supervising principals at \$1,200 to \$1,500, average \$1,439.

TABLE III-Continued

					NUMBER OF		PRINCIPALS	ALS OF		ELEMENTARY		SCHOOLS	RECEIVING		A YE,	YEARLY S	SALARY	Y OF-					Total	
City	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 1 or under \$1,000	\$1,000 \$ or under \$1,100 \$	\$1,100 \$ or under u	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	pals of Ele- ment'y Schools	Average Yearly Salary
25. Toledo, OF	::	::	::	::	::	: H	::	: 0	::	IOI	: 4	0 2	, v	::	::	::	::	::	::	::	::	::	26	\$1,063
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26. Denver, ColoF	::	::	::	::	::	::	::	::	::	-::	ию	4 0	ь с	::	4 4	::	10	ro H	::	ε :	::	2 н	31	1,444
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27. Allegheny, Pa $^{\mathrm{H}}$	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	В 1	4 H	::	٠.	7 :	10	1,884 1,650
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28. Columbus, O		::	::	::	::	::	::	::	: "	::	: "	: 10	26	::	::	::	::	::	::	::		::	33	1,116
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29. Worcester, MassM	- : :	::	::	т М	: "	: 9	н:	: "	::	::	::	5 1	Э Н	: 6	нн	: .	H :	::	o :	::	Ħ :	::	11 22	1,164
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30. Los Angeles, Calif $\overline{\mathrm{K}}$	::	::	::	::	::	::	::	::	: =	: 0	; H	1 2	: "	6 6	w w	ВН	4	8 H	н 0	α .	<b>#</b> :	::	17	1,478
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31. New Haven, ConnM	H(r.	: н	::	: 0	· 10	. 10	: н	::	н:	; H	: =	: 4	::	::	::	::	::	::	. :	::	::	::	182	850 720
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32. Syracuse, N. YR	::	;:	::	::	::	: H	::	::	::	::	::	55:	::	ا : ا	::	::	::	::	:::	ا: ٥	::	::	10	1,740
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a Not including 8 supervising principals at \$2,000 \$2,300, average \$2,188.	supervi	sing pr	incipal	ls at \$	2,000	_ g			\$2,30	b Not	b Not including 11 supervising principals at \$3,300, average \$2,055.	ling 1	r super	rvising	princ	ipals		\$1,200 to			0			

a Not including 8 supervising principals at \$2,000 to \$2,300, average \$2,188.

				-	VUMBE	NUMBER OF PRINCIPALS OF	RINCIE	ALS OF	FLEW	ENTA	ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	TOOLS	RECEI	VING	1 YEA	RLY S.	ALARY	OF-					Total	
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or or under u	\$900 or under \$950	\$950 S or under \$1,000 \$	\$1,000 \$ or under u	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under u	\$1,300 \$ or under \$1,400 \$	\$1,400 \$ or under \$1,500 \$	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 9 or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	Frincipals of Ele- ment'y Schools	Average Yearly Salary
33. Fall River, MassM	::	::	9.		: 4	::	: *	::	::	<b>#</b> :	- ::	H:	ВН	::	: H	: н	::	4:	::	-::	::	::	380	\$1,289 684
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35. Omaha, NebR	::	::	::	::	::	::	: 4	::	:н	: "	: '9	: "	· 10	: ~	: "	: 4	::	::	::	::	::	::	34	611,1
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36. Paterson, N. J F	::	::	::	::	::	::	::	::	::	: "	::	::	::	<del></del>	::	::	٥:	::	::	∞ :	::	::	17	1,641
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37. St. Joseph, MoR	::	::	1 2	::	н 4	::	::	::	E 83	::	::	::	::	::	::	::	::	::	::	::	::	::	27	783 797
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TABLE I II—Continues

	Average Yearly Salary	\$2,018	1,230	667 1,063	1,009	1,900	1,605	1,425	1,425	1,416	1,348	1,197	998		1,336	1,336	
Total	pals of Ele- ment'y Schools	11 23	34	3 19	22	13	22	13	22	8	24	31	34		91 :	91	
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	\$1,900 or under \$2,000	::	:	::	:	13	13	::	:	::	:	::	:		::	:	
	\$1,800 or under \$1,900	N :	8	::	:	. : :	:	::	:	::	:	::	:		::	:	
	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:	,	::	:	
7 OF-	\$1,600 or under \$1,700	::	<u> </u>	::	:	::	:	::	:		2	н:	H		: :	:	
A YEARLY SALARY OF	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	α:	6	::	:		::	:	
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HOOLS	\$1,000 or under \$1,100	: н	H	::	:	: +	ı	::	:	3.6	Ŋ	н:	н		::	:	
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	н 9	7		::	:	
MENTA	\$900 or under \$950	: "	3	::	:	::	:	::	:	::	:	: "	01		::	:	
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ALS O	\$800 or under \$850	: H	н	: 0	8	::	:	::	:	::	:	: B	P P		::	:	
RINCIP	\$750 or under \$800		17	::	:	::	:	::	:	::	:	: "	8		::	:	
R OF P	\$700 or under \$750	::	:	н:	I	::	:	::	:	::	:	::	:		::	:	
UMBE	\$650 or under \$700	::	:	N N	4	::	:	::	:	::	:	. 10	2		::	:	
Z	\$600 or under \$650	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
	\$550 or under \$600	::	:	::	:	::	:	::	:	::	:	::	:	ort on ly	::	:	
	\$500 or under \$550	::	:	::	:	::	:	::	:	::	:	:;	:	al rep o	::	:	
	Under \$500	::	:	::	:	::	:	::	:	::	:	::	:	Parti a	::	:	
	Сіту	41. Cambridge, MassM	T	42. Atlanta, Ga F	I	43. Albany, N YM	T	44. Dayton, Ohio	T	45. Seattle, Wash	T	46. Grand Rapids, Mich. M F	T	47. Hartford, Conn Parti	48. Richmond, VaM	Ŧ	

TABLE III-Continued

				1	VUMBE	R OF I	PRINCIF	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	ELEM	ENTA	RY SCE	HOOLS	RECE	VING A	YEA	RLY S.	ALARY	. OF-						
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$70c	\$700 or under \$750	\$750 or under \$800	\$800 tounder u	\$850 to nuder u	\$900 to number number becomes	\$950 \$ or nuder u	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under u	\$1,300 \$ or under u	\$1,400 \$ or under \$1,500	\$1,500 \$ or under \$1,600	\$1,600 9 or under \$1,700	\$1,700 \$ or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	renct- pals of Ele- ment'y Schools	Average Vearly Salary
49. Reading, PaR	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	<del>::</del> :	::	::	
T	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:
50. Nashville, Tenn F	::	::	::	::	::	н:	н:	::	H :	н:	::	o :	::	::	::	::	4:	::	::	::	::	::	Q :	\$1,140
T	:	:	:	:	:	H	н	:	H	н	:	0	:	:	:	:	4	:	:	:	:	:	g g	1,140
51. Wilmington, Del M	: 8	::	: 10	.: 15	::	::	::	::	: 4	::	::	::	::	::	::	::	::	::	::	: :	::	::	25	614
T	3	:	ю	13	:	:	:	:	4	:	:	:	:	:	:	:	:	:	:	:	:	:	25	614
52. Camden, N. JR	::	::	::	: 4	::	: H	::	I 12	::	: 0	::	:∞	::	н о	н:	н:	::	::	::	::	::	::	4 6	1,213
T	:	:	:	4	:	н	:	13	:	0	:	8	:	3	H	H	:	:	:	:	:	:	433	914
53. Bridgeport, ConnM	::	::	: :	: :	: 8	: н	::	: 0	:∞	: #	::	: "	::	::	::	::	н о	η:	::	::	::	::	183	1,567
H	:	:	:	:	8	H	:	0	8	H	:	Ħ	:	:	:	:		101	:	:	:	:	21	987
54. Trenton, N. JF	::	::	::	::	::	:9	::	:9	::	:∞	::	::	::	н:	::	::	e :	::	::	::	::	::	4 0	1,425 810
T	:	:	:	:	:	9	:	9	:	8	:	:	:	H	:	:	8	:	:	<u> </u>	:	:	24	913
55. Troy, N. Y F	::	: "	::	: :	25.	н х	::	::	::	::	::	н :	::	4:	::	::	::	::	::	::	::	::	31	1,088 657
T	:	н	:	:	25	9	:	:	:	:	:	н	:	4	:	:	:	:	:	:	:	:	b37	727
56. Lynn, Mass	::	::	::	: #		: 0	::	::	::	::	::	::	::	: 8	::	::	::	::	::	٠.	::	::	33.5	1,800 698
H	:	1:	:	H	17	6	:	- <u>-</u> -	$\equiv$	$\equiv$	:	:	:	ю	:	:	:	:	:	S	:	:	38	843

b Not including 1 supervisor of primary work at \$750. a Including 5 supervising principals at \$1,000 to \$1,450, average \$1,260.

TABLE III—Continued

\$800 \$820 \$5.00 \$1
:: : : : : : : : : : : : : : : : : : :
: : : : : : : : : : : : : : : : : : :
::: ::: :::

ABLE III—Continue

				~	VUMBE	R OF P	RINCIP	NUMBER OF PRINCIPALS OF	ELEMI	ENTAR	у Ѕсно	OLS R	ELEMENTARY SCHOOLS RECEIVING	NG A	A YEARLY SALARY OF-	SALA	RY OF					Total	
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under u	\$800 S or under ur \$850 \$	\$850 \$9 or under un \$900 \$9	\$900 \$9 or under un \$950 \$1	\$950 \$1. or under un \$1,000 \$1.	\$1,000 \$1,10 or under und \$1,100 \$1,2	\$1,100 \$1,200 or or under under \$1,200 \$1,300	200 \$1,3 or der und 300 \$1,4	\$1,300 \$1,400 or or under under \$1,400 \$1,500	o \$1,500 or or o \$1,600	o \$1,600 or under o \$1,700	5 \$1,700 or under	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	pals of Ele- ment'y Schools	Average Vearly Salary
65. Peoria, Ill	::	<del>- : :</del>	::	::	::	-::	::	::	::	::	: :	-::	::	: #	::	· · ·	::	::	<b>«</b> :	::	::	91 1	\$1,600 1,200
T	:	:	:	:	:	:	:	<u> </u>   :	1:	   :	   :	<u> </u>   :	   :		   :		:	:	∞	:	:	11	1,576
66. Evansville, IndM	::	::	::	::	::	::	::	4 :	::	н:	<del>-::</del>	63	::	н:	- : :		::	::	::	::	::	6.9 	922 1,000
T	-	:		1	:	:	:	4	   :		   :	0	   :	H	:		:	:	:	:	:	15	953
67. Manchester, N. HM	::	::	::	: 10	::	; H	::	: 4	::	::	::	н:	::	: H	::	::	9 :	::	: :	::	::	7 6	1,429
Ŧ	:	:	:	8	:	н	:	4	`:	:	:	H	:	Н	:	:	9	:	:	:	:	16	1,056
68. Utica, N. Y F	: :	::	: 0	::	: 11	::	::	::	::	::	<del>-::</del>	-::	м :	n :	::	::	::	::	<b>"</b> :	::	::	13	1,280 638
T	:	:	61	:	11	:	:	   :	<u> </u>   :	:	:	:	0	0			:	:	, r	:	:	18	817
69. San Antonio, TexM	: :	::	::	::	::	::	::	::	::	:∞	4н	г 3	ε 4 I	н:	::	::	: :	::	::		::	11	1,089 996
T	:	:	:	:	:	:	:	:	:	∞	r.	4	7	н	:	_	:	:	:	:	:	25	1,037
70. Duluth, MinnR	: :	::	::	::	::	::	: H	: 0	::	-::	: H	: 0	: 0	::	-::		::	::	::	::	::	15	1,030
	:	:	:	:	:	:	H	8	<u> </u>   :	:	H	0	0	<u> </u>  :	:		:   :	:	:	:	:	15	1,030
71. Salt Lake City,Utah.M F	::	::	::	::	::	::	::	: H	::	n :	1 6 I	. н	: н	: H	H :	11	::	::	::	::	::	15	1,332 1,084
T	:	:	:	:	:	:	:	н	:	6	8	I	н	н	H	12	:	:	:	:	:	22	1,253
72. Waterbury, ConnM	: :	::	::	::	::	: 10	: "	: 0	: н	::	::	::	H :	::	::	::	::	н :	::	<b>"</b> :	::	3	1,583
T	:	:	:	:	:	מי	· 8	М	н	-:	<del>-</del> :	<del></del>	н	<del></del>	· 	· 	:	1	<u>:</u>	ı	:	<i>a</i> 14	933
																						-	

a Not including 1 supervisor of primary schools at \$850.

TABLE III-Continued

	Average Yearly Salary	\$ 1,800 1,250	1,556	745	745		974	974	850	835	1,133	1,133	729 686	702	1,203	1,203	
Total	pals of Ele- ment'y Schools	24	6		17		18	18	20 I	21	12	12	12	33		91	
	\$2,000 or Over	::	:	::	:		::	:	::	:	::	:	::	:	: H	ı	
	\$1,900 or under \$2,000	::	:	::	:		::	:	::	:	::	:	::	: •	: 0	01	
	\$1,800 or under \$1,900	ν·	3	::	:		::	:	::	:	::	:	::	:	: н	н	
	\$1,700 or under \$1,800	::	1	::	:		: :	:	::	:	::	:	::	:	: H	н	_
Y OF-	\$1,600 or under \$1,700	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
Number of Principals of Elementary Schools Receiving a Yearly Salary of	\$1,500 or under \$1,600	. 8	n	::	:		::	:	::	:	::	:	::	:	::	:	
ARLY S	\$1,400 or under \$1,500	::	:	: :	:		: :	:	::	:	£ :	3	::	:	: н	н	
A YE.	\$1,300 or under \$1,400	::	:	: :	:		::	:	::	:	н:	H	::	:	: :	:	
DNIA	\$1,200 or under \$1,300	::	:	::	:		: ۵	Ŋ	::	:	::	:	::	:	: :	:	
RECE	\$1,100 or under \$1,200	: :	:	::	:		::	:	::		. 3	3	::	:	::	:	
HOOLS	\$1,000 or under \$1,100	: 0	6	::	:		н:	н	£ :	3		61	::	:	: "	0	
ARY SC	\$950 or under \$1,000	::	:	::	:		4 :	4	o :	0	н:	I	::	:	::	:	
MENT	\$900 or under \$950	::	:	::	:		H:	H	£ :	3	н :	н	::	:	::	:	
F ELE	\$850 or under \$900	::	:	::	:			3	٠. ح	5	::	:	::	:	: 0	О	
PALS O	\$800 or under \$850	::	:	::	:		<i>a</i> :	0	::	1	::	:	4 0	9	:9	9	
PRINCI	\$750 or under \$800	::	:	: 4	14		::	:	н:	Н	н:	H	0.0	8	::	:	
R OF	\$700 or under \$750	::	:	::	:		H :	I	£ :	3	::	:	20.7	12	::	:	
NUMBE	\$650 or under \$700	::	1	. "	3		н:	I	<i>a</i> :	8	::	:	::	:	::	:	
_	\$600 or under \$650	::	:	::	:	ly	: :	:	::	:	: :	:	::	:	: :	:	
	\$550 or under \$600	::	:	::	:	ort on ly	::	:	::	:	::	:	19	7	::	:	
	\$500 or under \$550	::	:	::	:	al rep	::	:	нн	8	::	:	::	:	::	:	
	Under \$500	::	:	::	:	Parti	::	:	::	:	::	:	::	:	::	:	
	СІТУ	73. Elizabeth, N. JM	T	74. Erie, Pa F	T	75. Charleston, S. C	76. Wilkesbarre, PaM		77. Kansas City, KansM	T	78. Norfolk, Va F	T	79. Harrisburg, Pa M	Т	80. Yonkers, N. YM	I	

TABLE III—Continued

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	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under u	\$900 or under \$950	\$950 Sr,000	\$1,000 \$ or under u	\$1,100 \$1 or under u	\$1,200 \$1 or under un \$1,300 \$3	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1, or under un \$1,500 \$1,	\$1,500 \$1,600 or or under under \$1,600 \$1,700	600 \$1,700 r or der under 700 \$1,800	oo \$1,800 or er under oo \$1,900	o \$1,900 or or under	\$2,000 or Over	Principals of Ele- ment'y Schools	Average Yearly Salary
81. Portland, Me No d		ata o	o btain	able																			
82. Houston, Tex Parti		al rep	ort on	ly																			
83. Holyoke, MassF	::	::	::	::	::	::	::	: 10	: "	::	::	::	::	::	::	::	8 :	::	-::	::	4 :	99	\$1,833 808
H	:	:	:	:	:	:	:	5	H	:	:	:	<u> </u>   :	:	<u> </u>   :	<u> </u>  :	10	:	:   :	:   :	4	12	1,321
84. Youngstown, OR	::	::	::	: 8	: 01	: н	::	::	::	::	::	н:	: "	6:	::	::	::	::	::	::	::	01 8	1,180
Ţ	:	:	:	61	61	H	:	:	:	:	:		m	0	<u> </u>   :	<u> </u>  :	<u> </u>   :	:   :		:   :	:	18	1,017
85. Fort Wayne, IndR	::	::	::	: "	::	::	::	: 4	::	: 81	::	9 8	: H	::	::	::	::	::	::	::	::	13	1,000 838
Η	:	:	:	8	:	:	:	4	:	O	:	25	н	:	<u> </u>   :	:	<u> </u>   :	·   :	·   :	:   :	:	15	860
 F	::	::	::	::	::	: H	: н	: 0	::	: 01	::	н:	4 H	н;	: ;:	::	::	::	::	::	::	9	1,108
H	:	:	:	:	:	н	H	61	:	71	:	+	52	"	   :	:	<u> </u>   :	:	·   :	:	:	13	696
87. Tacoma, WashF	: :	::	::	::	::	::	::	۹ :	::	: H	нн	н о	т:	::	ω4	H:	::	::	· · · :	::	::	11 8	1,114
L	:	:	:	:	:	:	:	6	:	H	"	3	<u>س</u>	   :	1		:	'	:	:	:	19	
88. Covington, Ky(a) No d		ata o	o btain	able																			
89. Lancaster, Pa		: 8	::	::	7.0	::	; :	::	::	::	::	::	::	::	::	·::	::	::	::	::	::	12	660
H	7	6	:	:	6	:	:		:	:	:	:	:	:	:	<u> </u>   :	<u> </u>   :	<u>                                    </u>	<u>                                    </u>	:	:	19	267
				-		-											***						

a Principals (number not reported) included in teachers.

TABLE III—Continued

	Average Yearly Salary	\$ 711	994	1,693	1,128	1,125	811	1,250	772	835	875		1,066	266	998	998
Total	pals of Ele- ment'y Schools	15	16	7	17	4.6	6	16	30	3.7	i a		14	l oi	12	12
	\$2,000 or Over	::	:	H :	F	::	:	::	:	: :	:		: :	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:		::	:	::	1:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:		::	:	: :	:
	\$1,700 or under \$1,800	::	:	4 ;	4	::	:	::	:	::	:		::	:	::	:
r of-	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:		::	:	::	:
A YEARLY SALARY OF-	\$1,500 or under \$1,600	::	:	α:	N	н:	H	::	:	::	:		::	:	::	:
ARLY S	\$1,400 or under \$1,500	::	:	: н	7	::	:	::	:	::	:		::	:	::	:
A YE.	\$1,300 or under \$1,400	::	:	::	:	::	:	В Н	3	8 н	8		::	:	::	:
EIVING	\$1,200 or under \$1,300	::	:	::	:	::	:	8 :	0	::	:		: "	H	::	:
RECE	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:		В н	4	::	:
HOOLS	\$1,000 or under \$1,100	- : :	:	::	:	::	:	::	:	::	:		н 4	r	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	,	: 0	0	Ħ :	H
MENT/	\$900 or under \$950	::	:	::	:	::	:	::	:	н:	٦		: "	61	4 :	4
F ELE	\$850 or under \$900	::	;	::	:	:-:	:	::	:	::	:	-	: H	н	4 :	4
PALS C	\$800 or under \$850	:∞	∞	: 8	8	: "	N	::	:	::	:			3	α:	9
PRINCI	\$750 or under \$800	: 0	71	::	:	H 6	3	::	:	: 8	8		: н	н	H :	Н
ROF	\$700 or under \$750	3 H	4	; H	н	::	:	::	:	::	:		::	:	::	:
NUMBE	\$650 or nder \$700	:н	Ħ	::	:	: 8	3	: 4	4	::	:		::	:	::	:
-	\$600 or under \$650	: "	н ;	.9	9	- :	:	: 0	6	н:	н	y.	::	:	::	:
	\$550 or under \$600	::	: 6	at rep ort on 19	:	::	:	. 1	H	::	:	rep ort on ly	::	:	::	:
	\$500 or under \$550	::		arrep c	:	::	•	: н	н	n :	8	al rep	::	:	::	:
	Under \$500	: :	. H	-	:	::	:	::	·	H :	н	Parti	::	:	::	:
	City	90. Lincoln, NebR	T Dallac Tev		H	93. Schenectady, N.YM	H	94. Pawtucket, R.IM	T	95. Birmingham, AlaM	T	96. Little Rock, Ark	97. Spokane, WashM	H	98. Altoona, PaM	H

TABLE III—Continued

	Average Yearly Salary	\$1,104	1,104	1,030 821	906				1,280	1,288		737 686	732	1,225	869	930	873
Total	pals of Ele- ment'y Schools	7	7	7.07	12				N W	8		9 8	22	12	16	112	423
	\$2,000 or Over	::	:	::	:				: :	:		: :	:	::	:	: :	:
	\$1,900 or under \$2,000	::	:	::	:				::	:		::	:	::	:	::	:
	\$1,800 or under \$1,900	: :	:	::	:				::	:		::	:	::	:	::	:
	\$1,700 or under \$1,800	::	:	::	:				::	:		::	1:	::	:	::	:
7 OF-	\$1,600 or under \$1,700	::	:	::	:				::	:		::	:	::	1	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$1.500 or under \$1,600	::	:	::	:				::	1:		::	:	::	:	::	:
IRLY S	\$1,400 or under \$1,500	::	:	::	:				::	:		::	:	::	:	::	:
A YEA	\$1,300 or under \$1,400	::	:	::	:				4 ω	1		::	:	٠: ١	8	::	:
IVING	\$1,200 or under \$1,300	٠. ت	30	::	:				H :	H		::	:	۳:	I	::	:
RECE	\$1,100 or under \$1,200	::	:	o :	8				::	:		::	:	H 6	3	<b>#</b> :	H
HOOLS	\$1,000 or under \$1,100	::	:	и:	N				::	:		::	:	: н	H	ън	9
RY SC	\$950 or under \$1,000	::	:	::	:				::	:		::	:	::	:	<b>H</b> :	Ħ
MENTA	\$900 or under \$950	::	:	н о	3				::	:		۳:	H	: H	H	9.10	٦,
F ELE	\$850 or under \$900	8 :	8	:н	H				::	:		α:	8	::	:	: 0	9
ALS O	\$800 or under \$850	::	:	: "	8				::	:		٠: ٠	ν.	::	:	::	:
RINCIE	\$750 or under \$800	::	:	: 0	101				::	:		н:	-	: "	8	H 61	8
R OF F	\$700 or under \$750	::	:	::	:				::	:		н ;	H	::	:	: H	H
UMBE	\$650 or under \$700	::	:	::	:				::	:		9 8	8	::	:	η:	0
4	\$600 or under \$650	::	:	::	:			able	::	:	able	4 :	4	: "	т	: 0	8
	\$550 or under \$600	::	:	::	:	rt on 1	rt on 1	o btain a	::	:	o btain a	::	:	: "	8	::	:
	\$500 or under \$550	::	:	::	:	al rep ort on ly	d rep	ata of	::	:	ata o b	::	:	::	:	::	:
	Under \$500	::	:	::	:	Parti 2	Parti al rep ort on	р	::	:	þ	::	:	: H	н	::	:
	Стту	99. Augusta, GaM	T	100. Saginaw, MichM	T	101. Binghamton, N. Y Parti	102. Mobile, Ala	103. South Bend, Ind	ro4. Wheeling, W.VaM	<u>'</u>	105. Springfield, O No	106. Johnstown, Pa M	H	107. Haverhill, MassM	I	108. Terre Haute, IndM	Т

a Including 3 supervisors of grades at \$850 to \$1,100, average \$992.

TABLE III-Continued

	Princi- Average pals of Yearly Ele. Salary Schools	11 \$ 678 5 577	16 646	981,1 9	981,1 6	1,500 5 860	9 1,144	12 1,158 1 1,300	13 1,169		6 1,633 15 650		}			
	St,000 P	::	:	::	:	::	:	::	:		::	ĺ	:	: ::	: ::::	: :::::
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:		::		:	: .:	: .: :	: .: : ::
	\$1,800 or under \$1,900	. :	:	::	:	::	:	::	:		го :		Ŋ	r. ::	٠ : : :	ъ :: : н :
	\$1,700 or or under \$1,800	::	:	::	:	::	:	::	:		::		:	: ::	: :: :	: :: : : "
OF-	\$1,600 or under \$1.700	::	<del> </del>	::	:	۳ :	H	::	:		::		÷	: ::	: :: :	: :: ::
ALARY	\$1,500 or under \$1,600	::	:	н:	H	9:	"	::	:		::		:	: ::	: :: :	: :: : эн
A YEARLY SALARY OF	\$1,400 or under \$1,500	::	:	::	:	Ħ :	"	::	:		::		:	: 9 H	· 9 H L	: 9H 7 H:
A YEA	\$1,300 or under \$1,400	::	:	::	:	::	:	: H	-		::		:	: ::	: :: :	: :: : : : : н
ELEMENTARY SCHOOLS RECEIVING	\$1,200 or under \$1,300	::	:	٠.	5	::	:	٥:	10		::		:	: :H	: : =   =	: : =   = ::
KECE	\$1,100 or under \$1,200	::	:	·# :	H	: H	-	H :	H		::		:	: ::	: :: :	: ::  : ::
HOOLS	\$1,000 or under \$1,100	::	:	۲ :	101	: H	H	۹ :	101		::	:		::	:::	::::::
RY SC	\$950 or under \$1,000	::	:	::	:	::	:	: :	:		::	:	_	::	1:11	11 11
MENTA	\$900 or under \$950	: :	:	::	:	::	:	::	:		::	:		: 01	: 0 0	: 0   0 : 0
F ELE	\$850 or under \$900	::	:	::	:	::	:	::	:		::	:		::	:: :	:: ::
PALS 0	\$800 or under \$850	::	:	::	:	: 01	n	::	<u> </u>		н:	H		::	:: :	:: :::
NUMBER OF PRINCIPALS OF	\$750 or under \$800	::	:	::	:	::	:	::	:		::	:		::	:: :	:: :::
ROF	\$700 or under \$750	7 :	7	: :,	:	: :	:	::	:		::	:		::	:: :	:: :::
NUMBE	\$650 or under \$700	нн	8	::	:	::	:	::	:		15	15		::	:: :	:: :::
•	\$600 or under \$650	. w a	N	::	:	: н	I	::	:	able	::	:		: :	:: :	
	\$550 or under \$600	::	:	::	:	::	:	::	:	o btain	::	:		::	:: :	:: :::
	\$500 or under \$550	: =	Н	::	:	::	:	::	:	ata o	::	:		::	:: :	:: :::
	Under \$500	: "	ı	::	:	: :	:	::	:	q	::	:		: :	: :  :	:: :::
	Сіту	109. Allentown, PaM	Į-	110. McKeesport, PaM	T	111. Dubuque, IowaM	T	112. Davenport, IowaM	T	113. Quincy, Ill No	114. Salem, Mass F	T	115. Elmira N.V.			

### ABLE III—Continue

					TUMBE	R OF F	RINCIP	ALS OF	ELEM	ENTA	N SCH	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY, SALARY OF	ECEIV	ING A	YEARL	Y SALA	RY OF	∥,				Total	
Стту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or or under \$850	\$850 or under u	\$900 to number under \$950	\$950 \$1 or under ur \$1,000 \$1	\$1,000 or or under under \$1,100	\$1,100 \$1, or under un \$1,200 \$1,	\$1,200 \$1,300 or under \$1,300 \$1,400	\$1,300 \$1,400 or or under under \$1,400 \$1,500	00 \$1,500 or or under 00 \$1,600	o \$1,600 or or under	51,700 or r under o \$1,800	o \$1,800 or under o \$1,900	o \$1,900 or under	\$2,000 or Over	Principals of Ele- ment'y Schools	Average Yearly Salary
117. Bayonne, N.JM	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::		-::	::	::	::	Э н	9	\$1,900 1,900
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118. Superior, WisR	::	::	::	::	::	::	т:	н:	; <b>H</b>	нн	• :	::	4:	::	::		::	::		::	1:	2.7	980
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JIG. York, Pa	:∞	H :	H :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	61 00	563 489
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120. Newton, MassR	::	::	::	::	::	::	::	::	::	::	::		н:	::	::	::	::	::	::	# : # :	<b>'</b> :	12	1,880 1,000
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121. Springfield, Ill $\overline{F}$	::	::	::	::	: #	: "	::	: +	::	: #	::	8 н	::	<b>"</b> :	::	4 ·	٥ : ا	::	::	::	::	9 2	1,322 810
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122. Butte, MontF	::	::	::	::	::	::	::	::	::	::	: .	: 10	: 4	1 Z	e :	::	::	::	::	::	::	411	1,275
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123. Chester, PaF	::	::	: H	нн	::	::	::	::	::	::	H:	::	::	::	::	::	::	::	::	::	::	01 01	808 594
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124. Chelsea, Mass M	::	::	::	::	::	:4	::	: "	: "	: "	: =	: "	::	::	::	::	::	::	::	e :	::!	9	1,800
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TABLE III—Continued

75.57	of Yearly Salary	21 \$ 896 9 767	21 841	6 1,067 3 933	9 1,022	6 602	10 584	9 I,200 2 750	11 1,118	1 1,300 15 700	16 738	650	5 650	3 480 9 566	12 545	5 1,200 13 602	894
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	\$2,000 or Over												.				
	\$1,900 or under \$2,000	::	:	::	:	::	:	::		::	<u> </u>	::	:		:	::	
	\$1,800 or under \$1,900	::	:	::	:	::	:	: :	:	::	:	::	:	: :	:	::	
	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
OF-	\$1,600 or under \$1,700	::	:	::	:	::		::	:	; ;	:	::	:	::	:	ο :	ľ
ALARY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	1	::	
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	\$550 or under \$600	: "	1	::	:	::	:	::	:	: 10	3	: :	:	::	:	. 4	,
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	Сіту	125. Topeka, KansM	H	126. Fitchburg, MassM	H	127. Knoxville, TennM	T	128. East St. Louis, IllM F	H	129. Rockford, IllM	T	130. Atlantic City, N. J.M	H	131. Montgomery, AlaM	T	132. Taunton, MassM	E

					VUMBE	R OF I	RINCII	ALS OF	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	IENTA	RY SCF	TOOLS	RECEI	VING A	YEAR	LY SA	LARY	O.F.				F.	la1	
. Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or or under u	\$900 or nunder nu	\$950 S or under \$1,000 \$	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under \$1,300 \$	\$1,300 \$1 or under u	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under un \$1,600 \$1	\$1,600 \$1 or under u	\$1,700 \$1 or under un \$1,800 \$1	\$1,800 \$1 or under u	\$1,900 or under \$2,000	Sz,000 E Over Sch	Frincipals of Pals of Ele-	Average Yearly Salary
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134. Passaic, N. J F	::	::	::	::	::	::	· 10	: н	::	::	::	: 0	::	::	::	::	::	::	-::	::	::	::	:∞	819
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135. Canton, OhioM	::1	::	::	::	::	::	::	: =	::	::	∞ ಌ	::	::	::	::	::	::	::	::	::	::	::	89	950 926
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136. Jacksonville, FlaM	10/0	::	::	::	: H	: 1	::	::	::	-::	-::	::	::	::	::	::	::	::	::	::	::	::	2 4	346 546
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137. Galveston, TexM	::	::	::	::	H :	::	::	::	::	::	::	н:	::	H :	::	::	9:	::	::	::	::	::	٥:	1,375
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138. Sioux City, IowaM	::	::	::	: H	: 10	:н	::	: "	° :	8 H	::	::	<b>H</b> :	н:	::	::	::	::	::	::	::	::	9	968
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139. Auburn, N. YM		::	::	: 4	: 0	: 4	::	::	::	: =	::	::	::	::	::	::	H :	::	::	::	::	::	11	1,500
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140. Racine, Wis F	::		::	::	::	::	::	::	::	::	::	::	· :	::	۳ : ا	4:	::	::	::	::	::	::	6:	1,322
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TABLE III-Continued

				4	TUMBE	R OF F	RINCIP	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	ELEM	ENTA	RY SCH	LOOLS	RECEI	VING A	YEA	RLY S.	LARY	OF-						
Стту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under	\$750 or under \$800	\$800 \$ or under u	\$850 straight or number m	\$900 1 or under u \$950 \$	\$950 \$ or under u \$1,000 \$	\$1,000 \$ or or under u	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under u \$ \$1,300 \$	\$1,300 \$ or or under u	\$1,400 \$ or under u \$1,500 \$	\$1,500 \$ or under u	\$1,600 \$ or under \$1,700 \$	\$1,700 \$1 or under un \$1,800 \$1	\$1,800 \$ or under u	\$1,900 g or under \$2,000	\$2,000 or Over	pals of Ele- ment'y Schools	Average Yearly Salary
141. South OmahaM Neb.	: '	::	::	::	: 10	::	: "	::	::	::	::	::	::	::	::	::	::	::	-::	-::	::	::	: 2	\$ 738
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142. Joplin, MoR	H :	33 H	::	: 0	۹ :	٥ :	::	F :	::	::	::	::	::	::	::	::	::	::	<del>-:</del> :	::	::	::	12 N	659 576
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143. Joliet, Ill	: H	: H	: 4	: 4	12		::	::	::	н:	::	::	::	::	::	::	::	::	::	::	::	::	19	813 632
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144. ChattanoogaM Tenn.	::	::	: н		::	::	::	::	::	8 8	::	::	::	::	::	::	::	::	::	::	::	::	юю	900 79,5
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145. Woonsocket, R.IM	::	: "		: 0	: 6	: H	::	::	::	-::	::	::	::	::	F :	::	::	::	::	::	::	::	10	1,300
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146. Sacramento, CalifM	: :	::	::	::	::	::	::	::	::	: н	::	::	17	::	::	::	::	Ħ :	٥ :	::	::	::	400	1,563
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147. La Crosse, WisR	::	::	::	::	::	::	::	: :	::	::	::	::	n :	::	4:	::	::	::	::	::	::	::	9:	1,242
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148. Oshkosh, WisR	::	::	::	::	н:	::	н:	Ħ :	: :	::	::	H :	4:	o :	::	::	::	::	::	::	::	::	0 :	010,1
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	Average Yearly Salary		\$ 818 546	723	1,350	940		1,225	714	1,352	950	900	778			899	
Total Princi-	pals of Ele- ment'y Schools		13	80	1	7		7.5	6	11	15	1 6	o		: 0	6	
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	\$1,900 or under \$2,000		::	:	::	:		: :	:	::	:	::	:	-	:::	:	
	\$1,800 or under \$1,900		::	:	::	:		::	:	::	:	: :	:		::	:	
	\$1,700 or under \$1,800		::	:	::	:		: :	:	::	:	::	:		::	:	
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SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,300 or under \$1,400		::	:	нн	10		::	:	0 н	8	::	:		::	:	
IVING	\$1,200 or under \$1,300		::	:	::	:		::	:	::	:	::	:		::	:	
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VIE 0	\$800 or under \$850		н:	H	: 0	8		::	:	: 0	N	: =	н		::	:	
NUMBER OF PRINCIPALS OF	\$750 or under \$800		::	:	; H	н		::	:	::	:	::	:		::		
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	Сіту	149. Newport, Ky	150. Williamsport, PaM	T	151. Pueblo, Colo	Н	152. Council Bluffs, Ia Parti	153. New Britain, Conn.M	T	154. Everett, MassM	T	155. Cedar Rapids, Ia M	T	156. Lexington, Ky Parti	157. Bay City, MichM	T	

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TABLE III-Continued

Fig. 00 Si 1,200 Si 1	OF ELEMENTA	NUMBER OF PRINCIPALS OF ELEMENTARY	NUMBER OF PRINCIPALS OF ELEMENTARY	NUMBER OF PRINCIPALS OF ELEMENTARY	UMBER OF PRINCIPALS OF ELEMENTARY	R OF PRINCIPALS OF ELEMENTARY	RINCIPALS OF ELEMENTARY	ALS OF ELEMENTARY	ELEMENTARY	ENTARY	ا چ اا	SCH	TOOLS	RECEI	VING A	YEAR	RLY SA	LARY	11 1 1-	-		-	To Priir	11	Average
4: 4: ::::::::::::::::::::::::::::::::	Under or second fixed by the fi			\$550 or under \$600	\$600 or under \$650	\$650 or under	\$700 or under \$750	\$750 or under u	\$800 tounder under under	\$850 fr or under ur \$900 \$	\$900 1 or under u \$950 \$	\$950 St.000 St.000	or inder i, roo	or nder 1,200 \$		0r or nder 1,400	1,400 \$ or nder u	or or nder 1,600 \$	1,600 \$ or inder 1,700 \$	or or inder ui	or or nder under under				Yearly Salary
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	Сіти	166. Hamilton, OM	T	167. Orange, N. J	168. Kingston, N. YM	Н	169. Newburg, N. YM	H	170. Aurora, Ill	T	171. Lima, O	T	172. Nashua, N. HM	F	173. Meriden, ConnM	H

TABLE III-Continued

	Average Yearly Salary	\$1,100	648	675 669	670	1,800 649	858	950	653	675 615	630	1,500	1,500		630	630	
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A VE.	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
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	City	174. Jamestown, N. YM	T	175. Wichita, KansM	H	176. Waltham, MassM	T	177. PoughkeepsieM	T	178. Muncie, Ind	T	179. Lewiston, McM	T	180. Mt. Vernon, N. Y No data	r81. Cohoes, N. YM	T	

ABLE III—Continue

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Cırv	Under \$500	\$500 under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 \$ or under u	\$1,000 \$ or under u	\$1,100 \$ or under u \$1,200	\$1,200 \$1 or under ur \$1,300 \$1	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1, or under un \$1,500 \$1,	\$1,500 \$1 or under ur \$1,600 \$1	\$1,600 \$1 or under un \$1,700 \$1	\$1,700 \$1, or under un \$1,800 \$1,	\$1,800 \$1, or under un \$1,900 \$2	\$1,900 pz,oc or under \$2,000 Ove	\$2,000 Ele- or ment'y Over Schools	of Yearly Yearly Salary
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187. East Orange, N. J.M		::	::	, ::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	H:	ا : بم	6 2,267
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189. Watertown, N. YM		: "	::	:9	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 유
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TABLE III--Continued

				-	VUMBE	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	RINCIF	ALS OF	ELEN	ENTA	RY SCF	TOOLS	RECEI	VING A	VEA.	RLY S	LARY	0F-					Total	
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193. Burlington, IaM	::	::	::	::	::	::	::	::	: H	: 0	::	: "	بە	::	::	::	::	::	::	::	::	::	00	1,100
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194. Clinton, IaR	::	; : :	: "	::	: "	: 0	:н	::	::	; H	: :	::	: H	::	::	:.	::	::	::	::	::	::	: 0	738
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195. Pittsfield, MassM	::	::	: :	::	: 01	• : '	::	: 4	::	: н	::	нн	::	:н	::	::	н:	::	::	::	::	::	00	1,205
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196. Roanoke, VaM	::	::	:	о :	::	::	::	::	::	ιν :	::	::	::	::	::	::	::	::	::	::	::	::	7 :	823
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197. Amsterdam, N. Y. M. F	. :	::	::	::	::	::	::	ν·:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	ν :	800 :
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Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or nuder u	\$850 \$ or under un \$900	\$900 or under u \$950	\$950 \$ or under u	\$1,000 \$ or under u \$1,100 \$	\$1,100 \$ or under u	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under un \$1,600 \$1	\$1,600 \$1, or under un \$1,700 \$1	\$1,700 \$1,8 or or under und \$1,800 \$1,9	\$1,800 \$1,900 or or under \$1,900 \$2,000	r 0r ler 0r 000	pals of Ele-	of Yearly 'y Salary
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TABLE III-Continued

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	City	206. Oswego, N. YM	T	207. Warwick, R. I F	H	208. Brookline, Mass M	[H	209. Niagara FallsM N. Y.	T	210. Shenandoah, PaM	Н	211. Petersburg, Va No	212. Lynchburg, Va No	213. Wilmington, N. C No	214. Rock Island, IllM	T	

\$950 \$1.000 \$1.200 \$1.300 or or or or or or or or or or state under under under under \$1.000 \$1.300 \$1.300 \$1.400	\$850	\$750 or	•		NUMBER OF FRINCIPALS OF ELEMENIARY SCHOOLS ANCIETYING A LEARLY SALAKY OF
	or or under under \$900 \$950	\$800	\$700 or inder \$750	\$600 \$650 \$700 or or or or or or or or or or or or or	\$650 or under \$700
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TABLE III—Continued

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				1	NUMBE	R OF I	RINCIP	ALS OF	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	ENTA	RY SCH	STOOL	RECEL	VING A	YEA	LY SA	LARY	OF—				F F	Total Princi-	
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 \$ or under u	\$900 \$ or under u \$950 \$	\$950 Si on under u	\$1,000 \$ or under u \$1,100 \$	\$1,100 \$1 or under ul	\$1,200 \$ or under u	\$1,300 \$ or unde u \$1,400 \$	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under u	\$1,600 \$1 or under u	\$1,700 \$1 or under ur \$1,800 \$1	\$1,800 \$1 or under un \$1,900 \$2	\$1,900   \$2 or under \$2,000   O	\$2,000 El or mel Over Sch	pals of Personal Pers	Average Yearly Salary
223. New BrunswickM N. J.	::	::	: :	::	: 0	: "	::	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 0	\$ 719
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224. Concord, N. H F	: 0	::	: 8	. 0	. 0	: H	: н	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::		598
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225. Medford, MassM	::	::	: :	::	::	::	::	: .:	::	::	::	::	::	::	۳:	::	٥:	· :	::	::	::	::	ν· ·	1,500
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226. Muskegon, Mich M	. 6	: 0	::	: H	::	::	: н	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	 I3	494
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227. Battle Creek, Mich.M		; H	. 8	: н	::	::	::	Ħ :	::	::	::	::	::	: :	::	::	::	::	::	::	::	; :	н∞	800
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228. Winona, Minn F	<i>,</i> ::	::	::	::	: н	::	: 4	. "	::	::	::	::	::	::	::	::	::	::	::	::	: -	::	:∞	694
T	:	:	:	:	н	:	4	6	:	:	:	:	:	:	:	:	:	:	:	:	:	:	∞	694
229. Perth Amboy, N.J.M	::	::	::	::	::	: 0	н:	::	::	e :	::	::	::	::	::	::	::	::	; :	::	::	::	4 0	863
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230. Green Bay, WisM	: H	нн	::	. 9	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	н 6	500
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					-	VUMBE	R OF P	RINCIP	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	ELEM	ENTAR	N SCH	OOLS I	RECEN	ING A	YEAR	LY SA	LARY	0.19				Tota	11	
Сіту		Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 f or under u	\$850 \$ or under un \$900	\$900 sor nunder nu \$950	\$950 \$1 or under \$1,000 \$1	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1 or under ur \$1,200 \$1	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1 or under un \$1,400 \$1	\$1,400 \$1,500 or under under \$1,500 \$1,600	3500 \$1 der ur 600 \$1	\$1,600 \$1,700 or under under \$1,700 \$1,800	\$1,700 \$1,800 or under under \$1,800 \$1,900	\$1,800 \$1,900 or or under under \$1,900 \$2,000	1er or or over	pals of boo Ele- ment'y er Schools	•	Average Yearly Salary
231. Charlotte, N. C	³, N. C	No d	ata	o btain	able																				
232. Sandusky, O F	y, 0M	::	::	::	: 8	: "	: 0	::	::	::	::	::	::	::	::	-::	::	::	::	::	::	-::	::	: ^	\$ 664
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233. Marion, Ind $\overline{F}$	$_{\rm IndM}$	::	::	::	::	H :	<b>#</b> :	::	7 :	::	. ::	::	::	::	::	::	::	::	::	::	::	::	::	<u> </u>	785
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234. Burlington, VtW	on, VtM	:"	::	: "	: 4	::	::	::	::	::	::	::	: H	::	::	::	::	::	::	::	::	::	::	:∞	619
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235. Northampton,R Mass.	ıpton, M	:::	::'	::	: :	::	::	::	::	::	::	::	::	۳:	::	::	::	::	<del>'::</del>	::	::	::	::	£ :	1,100
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236. Gloversville, N. Y.M. F	ille, N. Y.M F	::	: 4	: H	: 01	: H	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 0	575
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237. Galesburg, IllM	rg, IllH	::	: :	::	: 01	1 2	: 01	::	::	::	. н	::	::	::	::	::	::	::	::	::	::	::	::	т 2	675
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238. Central Falls, R. I.M	Falls, R. I.M F	: '	: 12	::	: H	: 01	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: ∞	
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239. Pensacola, Fla	a, Fla	No d	ata	o btain able	able																				

TABLE III-Continued

I. Augusta	of Yearly Yy Salary	\$ 670	670	2 850 4 713	6 758		6 617	1 700 9 542	10 558	1 625 7 595	8 599			810	8 698	3 840 6 760	6 787
Tota	pals of Ele- ment'y Schools																
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	•			::	:	::	:
	\$1,900 or under \$2,000	::	:	: :	:	::	:	::	:	::	:			::	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	: :	:	::	:			::	:	::	:
	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:			::	:	::	:
7 OF-	\$1,600 or under \$1,700	::	:	::'	:	::	:	::	:	: :	:			::	:	::	:
A YEARLY SALARY OF-	\$1,500 or under \$1,600	::	:	::	:	::		::	:	::	:			::	:	::	
RLY S	\$1,400 or under \$1,500	::	:	::	:	::	:	: :	:	: :	:			::	:	::	:
VEA	\$1,300 \$1,400 or or under under \$1,400 \$1,500	-::	:	::	:	::	:	::	:	::	:	-		: :	:	::	:
VING /	\$1,200 \$ or under u	::	:	::	:	::	:	::	:	::	:			::	:	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$1,100 \$ or under u	::	:	::	:	::	:	::	:	::	:			::	:	::	:
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у Ѕсн	\$950 Si or under u \$1,000	::	:	::	:	::	:	::	:	::	:		-	::	:	::	:
ENTAR	\$900 \$ or under un \$950 \$1	::	:	::	:	::	:	::	:	::	:			::	:	::	:
ELEM	\$850 \$ or under \$900 \$	-::	:	::	:	::	:	::	:	::	:			::	:	::	:
SOF	\$800 \$1 or under ur \$850 \$	::	:	::	:	::	:	::	:	::	:	-		α:	0	::	:
NCIPA	\$750 \$6 or under un \$800 \$6	::	:	::		::	:	::	:	::	:			::	:	0.0	00
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	o \$550 or or of \$600	; :	   :	::	   :	и:	0	; H		: "	ع   	o btain	o btain	: 01	01	::	<u> </u>   :
	\$500 or under	-::	  -  -	::	<u> </u>   :	::	   :	: 01	0	::	<u> </u>  :	d ata	d ata	::	:	::	<u> </u>  :
	Under \$500		  -		H		H		H		H	v :	× :		H		H
	Сіту	240. Ottumwa, IaM	•	241. Lorain, OF		242. Shamokin, PaR		243. Newark, O F		244. Portsmouth, OM		245. Norwich, Conn	246. Tampa, Fla	247. Mansfield, O F		248. Richmond, IndM	

BLE III—Continue

	Average Yearly Salary	\$800	800	960	176		469 410	425	630 550	260		1,225	1,095	1,113	1,050	855 839	841
Total	pals of Ele- ment'y Schools	: 10	a5	NW	7		03	12	н /	∞		04	ដ	4 %	7	н9	7
	\$2,000 or Over	::	:	: :	:		::	:	1:	:		::	:	::	:	::	:
	\$1,900 or under \$2,000	: :	:	::	:		::	:	::	:		: :	:	::	:	: :	:
	\$1,800 or under \$1,900	::	:	::	:		::	:	::	:		::	:	::	:	::	:
	\$1,700 or under \$1,800	::	:	::	:		::	:	::	:		::	:	::	:	::	:
7 OF-	\$1,600 or under \$1,700	::	:	::	:		::	:	::	:		::	:	::	:	::	:
ALAR	\$1,500 or under \$1,600	::	:	::	:		::	:	::	:		::	:	::	:	::	:
ARLY S	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:		::	:	::	:	::	:
SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,300 or under \$1,400	::	:	::	:	-	::	:	::	:		n :	10	::	:	::	:
SIVING	\$1,200 or under \$1,300	::	:	::	:		::	:	::	:.		ო:	8	вн	4	::	:
RECE	\$1,100 or under \$1,200	::	:	н:	H		: :	:	::	:		::	:	::	:	::	:
HOOLS	\$1,000 or under \$1,100	::	:	<i></i> 8 в	20		::	:	::	:		::	:	::	:	::	:
ARY SC	\$950 or . under \$1,000	::	:	::	:		::	:	::	:		::	:	::	:	::	:
MENT	\$900 or under \$950	::	:	::	:		::	:	::	:		н 4	32	::	:	::	:
F ELE	\$850 or under \$900	::	:	::	:		::	:	::	:		::	:	н 6	8	H 4	ν.
PALS C	\$800 or under \$850		5	::	:		::	:	::	:		::	:	::	:	::	:
PRINCI	\$750 or under \$800	::	:	::	:		: :	:	::	:		: :	:	: :	:	: 0	6
NUMBER OF PRINCIPALS OF ELEMENTARY	\$700 or under \$750	::	:	۳:	ı,		::	:	::	:		::	:	::	:	::	:
NUMBE	\$650 or under \$700	::	:	: :	:		::	:	: 0	8		::	:	::	:	::	:
	\$600 or under \$650	::	:	::	:	able	: :	:	H :	H	able	::	:	::	:	::	:
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	Сіту	249. New LondonM Conn. F	T	250. Lafayette, IndM	H	251. Moline, Ill No	252. Lebanon. PaM	T	253. East Liverpool, O.M.	T	254. Cumberland, Md No	255. Stockton, CalifM	T	256. San Diego, CalifM	T	257. Great Falls, Mont. M	I

a Not including 1 supervising principal at \$1,900.

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TABLE III-Continued

				1	NUMBE	R OF F	RINCIP	ALS OF	ELEM	ENTA	RY SCH	OOLS	RECEIV	ING A	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	Y SA	LARY	OF-				Fa		
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or or under \$800	\$800 t or under u \$850	\$850 or or under u	\$900 or or under u \$950 \$	\$950 \$: or under u \$1,000 \$	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1 or under ur \$1,200 \$1	\$1,200 \$1 or under ur \$1,300 \$1	\$1,300 \$1, or or under und \$1,400 \$1,	\$1,400 \$1 or under un \$1,500 \$1	\$1,500 \$1 or under ur \$1,600 \$1	\$1,600 \$1 or under un \$1,700 \$1	\$1,700 \$1, or under un \$1,800 \$1,	\$1,800 \$1 or under un \$1,900 \$2	\$1,900 or under \$2,000	\$2,000 In or m Over Sc	pals of Ele- ment'y Schools	Average Yearly Salary
258. Belleville, IllM	::	::	: н	Ι.	1	Ι:	::	н:	::	::	::	- :	::	::	::	-::	::	::	::	::	::	::	νн	\$ 760
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259. Alameda, CalifM	::	: :	::	::	::	::	::	::	н:	::	::	::	::	::	ъ.	::	::	::	::	::	::	::	9:	1,293
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260. Danville, Ill $\mathbf{F}$	land for .	::	::	: +	нн	::	н:	; H	нн	::	::	::	::	::	::	: .:	::	::	::	::	::	::	٤ 4	767
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261. Columbus, Ga F	:: Hr:	::	::	::	::	::	::	::	::	:н	::	::	::	m :	::	::	::	::	::	::	::	::	в 1	1,200
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262. Portsmouth, VaM	::	::	::	::	::	::	н:	::	::	::	т:	: H	::	::	::	::	::	::	::	::	::	::	1 1	850
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263. Marinette, WisM	`:::	: "	эн	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	:::	::	::	::	::	- 19	585 578
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264. El Paso, Tex	::	::	::	::	::	::	::	н:	::	::	: 0	: "	: "	::	::	::	::	::	::	::	::	::	т 9	810 1,025
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265. Eau Claire, WisM	::	: :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	(g)(g)	(a) (a)
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a Not separately reported.

		1			No	MBER	or Pr	INCIPA	LS OF	ELEM	ENTA	RY SCH	HOOLS	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	VING A	A YEA	RLY S.	ALARY	OF-				-	Total	
Сіту	Under \$500	er or or or size	oc \$550 or or to \$600	o \$600 or er under o \$650		\$650 \$700 under un \$700	\$700 \$ or under un \$750	\$750 \$ or under ut	\$800 S or under un	\$850 or under u	\$900 or under \$	\$950 \$ or nuder u	\$1,000 \$ or under u	\$1,100 \$1 or under u	\$1,200 \$ or under \$1,300	\$1,300 \$ or under \$1,400 \$	\$1,400 \$ or under \$1,500	\$1,500 or under \$1,600	\$1,600 or under \$1,700	\$1,700 \$ or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	Frincipals of Ele- ment'y Schools	Average Yearly Salary
266. Lansing, MichM		::	: 2	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	12	
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267. Braddock, PaM		::	::	::	::	::	::	: 0	::	::	. 0	::	::	::	::	::	::	::	::	::	::	::	::	; 4	833
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268. Danville, VaR	ÄŦ	. ن ا	::	::	::	::	::	::	::	::	::	٥: ا	::	::	::	::	::	::	::	::	::	::	::	۲۷ :	614
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269. Logansport, IndM		::-	: 0	: H	::	::	::	::	::	::	۱: ۵	::	: ;	::	::	::	::	::	::	::	::	::	::	9.00	900
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270. Shreveport, LaH	i	::	::	- : :	::	: 0	::	::	H :	::	::	::	::	::	::	::	::	::	::	; :	::	::	::	3 H	810 660
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271. Key West, FlaM		  ::	H:	::	# :	::	;:	::	нн	::	::	::	::	::	::	::	::	::	::	::	::	::	::	вн	640 800
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TABLE III—Continued

2	Average Yearly Salary	\$ 863	778		850 817	830	1,200	1,200		1,500	1,140	1,304	1,307	697 566	615	585 585	585
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	\$2,000 or Over	::	:		::	:	::	:		::	:	::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:		::	:	::	:		::	:	::	:	::	:	::	:
	\$1,800 or under \$1,900	::	:		::	:	::	:		::	:	н:	H	::'	:	::	:
	\$1,700 or under \$1,800	::	:		::	:	::	:		::	:	::	:	::	:	::	:
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ALARY	\$1,500 or under \$1,600	::	:		::	:	::	:		<b>H</b> :	I	::	:	::	:	::	:
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NUMBER OF PRINCIPALS OF	\$650 or under \$700	: 10	10		::	:	::	:		::	:	::	:	: "	H	::	:
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	\$500 or under \$550	::	:	ata o	::	:	::	:		::	-:	::	:	: "	3	::	:
	Under \$500	::	:	ъ	::	:	::	:	Parti	::	:	::	:	::	:	::	:
	CITY	274. Ogden, UtahM	H	275. Biddeford, Me	276. Plainfield, N. JM	H	277. Union, N. J	T	278. Danbury, Conn Parti al	279. New RochelleM N. Y.	T	280. Berkeley, CalifM		281. Elkhart, IndM	T	282. Atchison, KansM	E

a Not including 5 principals of 2- to 4-room buildings, salaries not reported.

					NUMBE	R OF I	RINCIE	VIE OF	FELEN	AENTA	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	HOOLS	RECEI	VING A	YEA	RLY S.	LARY	OF-				-	Total	
Стт	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under	\$900 or under \$950	\$950 Sinder	\$1,000 \$ or under u	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under u	\$1,300 \$1,400 or or under under \$1,400 \$1,500	\$1,400 \$ or under u	\$1,500 \$ or under u \$1,600 \$	\$1,600 \$ or under u	\$1,700 \$1 or under \$1,800 \$1	\$1,800 \$ or under \$1,900 \$	\$1,900 or under \$2,000	\$2,000 P	pals of Ele- ment'y Schools	Average Yearly Salary
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285. Michigan City,Ind.M	: н	: 0	: 0	::	::	::	::	::	::	::	::	::	::	::	: :	::	::	::	: :	::	::	::	. rv	521
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286. Appleton, WisM	::	::	::	::	::	::	::	::	::	::	::	H :	::	::	۳:	::	::	::	::	::	::	::	α:	1,150
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287. Fond du Lac, WisM	: #	::	т.	: "	: <b>H</b>	: H	::	۳:	::	::	::'	::	::	::	::	::	::	::	::	::	::	::	19	800
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290. Jackson, Tenn No	P	ata o	o btain able	able														· ·	<del></del>					
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TABLE III-Continued

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Cirv	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 to number u	\$850 proper to \$500 proper to \$5000 proper to	\$900 or under \$950	\$950 \$ or nuder u	\$1,000 \$ or under u \$1,100 \$	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under \$1,300 \$	\$1,300 \$ or under \$1,400 \$	\$1,400 \$ or under u	\$1,500 \$ or under u	\$1,600 \$ or under u	\$1,700 \$1 or under un \$1,800 \$1	\$1,800 \$. or under u	\$1,900 s or under \$2,000	\$2,000 por or or or or or or or or or or or or o		Average Vearly Salary
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293. Sedalia, MoM	: 0	: 0	::	. н	1 2	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	7	675 564
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294. Montclair, N. JM	::	::	::	::	::	: H	: +	::	::	: "	::	::	::	::	::	::	: H	::	· .	::	::	::	6 <del>4</del>	1,700
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295. Rome, N. Y	: H	: 4	::	: "	::	: :	::	::	::	::	::	H :	::	::	::	::	::	::	::	::	::	::	10	1,000
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296. Alton, Ill $^{ m M}$	::	: 01	::	::	::	В н	::	::	::	::	::	т:	::	۳:	::	::	::	::	::	::	::	::	N W	860
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297. Middletown, N. Y. M. F.	::	: :	: 4	::	: 0	::	::	н:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	H 9	800
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298. Vicksburg, Miss	No d	d ata o	o btain able	able																				
299. Meridian, Miss	Far	Farti ai rep ort on 19	no 110	Δ.																				

	Average Yearly Salary	\$ 638 540	624		612	492	492	527	527	585	585	1,013	652		588	988	875
Total	pals of Ele- ment'y Schools	9	7		7	:9	9		7	ε:	8	4 01	14	: ^	6	4.0	9
	\$2,000 or Over	::	:	: :	:	: :	:	: :	:	::	:	: :	:	: :	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	: :	:
	\$1.700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:	::	:	: :	:
Y OF	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
A YEARLY SALARY OF-	\$1 500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ARLY S	\$1,400 or under \$1 500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
	\$1,300 or under \$1,400	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	: :	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$1,200 or under \$1,300	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	: :	:
RECE	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	: :	:	::	:
HOOLS	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	m :		::	:	т:	8
ARY SC	\$950 or under \$1,000	::	:	::	:	: :	:	::	:	: :	:	::	:	::	:	н:	H
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	Сіту	300. Hazleton, PaR	T	301. Waterloo, IowaM	T	302. Ogdensburg, N.Y. M	T	303. Kankakee, IllM	T	304. Plymouth, PaM	T	305. Cranston, R. IM	T	306. Streator, Ill $M$	T	307. Marietta, O F	H

TABLE III-Continued

				4	TOMBE	R OF I	RINCIF	ALS OF	ELEN	1ENTA	RY SCI	HOOLS	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	VING .	A YEA	RLY S.	4LARY	OF-						
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under u	\$850 or under \$900	\$900 or under \$950	\$950 or under \$1,000	\$1,000 \$ or under \$1,100	\$1,100 \$ or under u	\$1,200 or under \$1,300	\$1,300 \$ or under \$1,400 \$	\$1,400 \$ or under u	\$1,500 \$ or under \$1,600 \$	\$1,600 \$ or under \$1,700 \$	\$1,700 \$ or under u	\$1,800 \$ or under \$1,900 \$	\$1,900 or under \$2,000	\$2,000 or or over	pals of Ele- ment'y Schools	Average Vearly Salary
308. Muscatine, IowaM		::	::	::	::	1 8	::	-::	::	Э Н	::	::	::	::	::	::	::	::	::	::	::	::	0.0	\$800
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309. Cheyenne, WyoM	::	::	::	::	::	: "		::	::	::	::	::	::	::	::	::	::	::	::	::	: :	::	: 4	752
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310. Keokuk, IowaR	::	::	::	::	::	::	::	. 10	::	::	::	::	н:	::	::	::	::	::	::	::	::	::	N H	1,155 810
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312. Watervliet, N.YM	: :	::	::	H 7	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	нх	009
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313. Manistee, Mich F	::	: 0	: н	: H	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 10	565
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Scool   Scoo					Ź	UMBER	OF P	RINCIP,	NUMBER OF PRINCIPALS OF		ENTA	ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	TOOLS	RECEI	VING A	YEA	RLY S.	LARY	OF-					Total	
No d ata o btain able  No d ata o btain able  No d ata o btain able	Und \$50								\$800 to or under u	\$850 \$ or under u	\$900 or or under u \$950 \$	\$950 Si or under u	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under u	\$1,300 \$ or under u \$1,400 \$	\$1,400 \$1,500 \$1,600 \$1,700 or or or or or or under under under under \$1,500 \$1,600 \$1,800	\$1,500 \$ or under u	\$1,600 \$ or under u		\$1,800 9 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over 9	pals of Ele- ment'y Schools	Average Yearly Salary
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324. Melrose, MassM		::	::	::	::	::	: "	::	::	::	::	::	: 01	::	۳:	н:	::	::	::	::	::	::	::	3 2	1,250
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TABLE III-Continued

	Average Yearly Salary	\$ 623	623	675 536	267	700	559	720	720 *	::	:	1,300	1,300			::	:
	pals of Ele- ment'y Schools	: 10	S	7.5	6	0.4	9	: 10	32	::	:	4:	4			::	÷
	\$2,000 or Over	::	:	::	:	::	:	::	:	::	:	::	:			::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:	::	:	::	:	::	:			::	:
	\$1,800 or under \$1,900	::	:	::	:	::	:	::	:	::	:	::	:			::	:
	\$1,700 or under \$1,800	::	:	::	:	::	:	::	:	::	:	::	:			::	:,
OF-	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:	::	:			::	:
ALARY	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:			::	:
A YEARLY SALARY OF-	\$1,400 or under \$1,500	::	:	::	Ī	::	:	::	:	::	:	٣:	8	•	1	::	:
A YEA	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:			::	:
IVING	\$1,200 or or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:			, : :	:
RECE	\$1,100 or or under \$1,200	::	:	::	:	::	:	-::	:	::	:	::	:			::	:
HOOLS	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	н:	H			::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING	\$950 or under \$1,000	::	:	::	:	::	:	: ;	:	::	:	::	:			::	:
AENTA	\$900 or under \$950	::	:	: :	:	::	:	::	:	_::	:	::	:			::	:
ELE	\$850 or under \$900	::	:	::	1	::	:	::	:	::	:	::	:			::	:
ALS OF	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	::	:	-		::	:
RINCIE	\$750 or under \$800	::	:	::	:	۳:	H	: 4	4	::	:	::	:			: :	T:
R OF F	\$700 or under \$750	::	1	нн	10	::	1:	::	:	::	:	::	1			::	:
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	Under \$500	::	1:	: "	н	: "	3	::	1:	::	:	::	:	No d	Parti	::	
	Cırv	325. Hammond, IndM	F	326. Carbondale, PaM	T	327. Ashtabula, OR	T	328. Freeport, IllM	H	329. Mahanoy CityM Pa.	T	330. Hyde Park, MassM	H	331. S. Bethlehem, Pa	332. Flint, Mich	333. Laredo, TexM	T

TABLE III-Continued

					NUMBE	R OF I	RINCIP	ALS OF	ELEN.	ENTA	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	TOOLS	RECEI	VING A	YEA	RY SA	LARY	OF-				<u> </u>	[a]	
Сіти	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or nuder t	\$850 or under u	\$900 \$ or under u \$950 \$	\$950 \$ or under u \$1,000 \$	\$1,000 \$1 or under u	fr,100 \$ or under u	\$1,200 \$ or under u	\$1,300 \$ or under u \$1,400 \$	\$1,400 \$1 or under ui \$1,500 \$1	\$1,500 \$ or under u	\$1,600 \$1 or under u	\$1,700 \$1, or under un \$1,800 \$1	\$1,800 \$1 or under ur \$1,900 \$2	\$1,900   \$2, or under \$2,000	\$2,000 El or me Over Sch	pals of Yellon Schools	Average Yearly Salary
334. Ashland, WisR	::	: :	::	:::	. 4	: :	· :	::	::	::	::	::	::	::	::	-::	::	::	-::	::	::	-::	- 6 4	\$760 665
T	:	:	:	:	4	:	0	:	:	:	:	:	:	:	<u> </u>   :	:	:	:	   :	:	   :	:	9	269
335. Oil City, PaF	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	-::	::	::	::	(a)	::
T	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	-	:	:	<u> </u>   :	:	:	<del>3</del>   :	(a)	:
336. Homestead, PaM	::	::	::	::	::		: :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 10	700
I	:	:	:	:	:	S	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	N	700
337. Raleigh, N. C No d ata	No d		o btain able	able																-				
338. Leominster, MassM	::	::	. 10	: "	: н	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: ^-	589
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339. Janesville, WisM	::		::	::	::	::	::	::	::	::	::	::	-::	::	::	::	::	::	::	::	::	::	( <i>q</i> )	::
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340. Ishpeming, Mich No data	No d		o btain able	able																				
341. Dunmore, Pa No d ata	No d	0	btain	able																				
342. Owensboro, KyM	H :	н:	::	::	4:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	9:	809
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a Nine principals included in teachers.

b Principals (number not reported) included in teachers.

TABLE III-Continued

	Average Yearly Salary	!:	:	\$1,000 890	906	::	:		000	0006		1,000	850	482	482	382	473
Total	pals of Ele- ment'y Schools	::	:	9	7	: :	:		0 0	4		0 0	4	:0	9	9 10	7
	\$2,000 or Over	::	:	::	:	::	:		::	:		::	:	: :	:	::	:
	\$1,900 or under \$2,000	::	:	::	:	::	:		::	:		::	:	::	:	::	:
	\$1,800 or under \$1,900	-::	:	::	:	::	:		::	:		::	:	::	:	::	:
	\$1,700 or under \$1,800	::	:	::	:	::	:		::	:	-	::	:	::	:	::	:
OF-	\$1,600 \$ or under \$1,700	::	:	::	:	::	:		::	:		::	:	::	:	::	:
ALARY	\$1,500 \$1,600 or or under under \$1,600 \$1,700	::	:	::	:	::	:		::	:		::	:	::	:	::	•
RLY S.	\$1,400 \$ or under \$1,500	::	:	::	:	::	:		::	:		::	:	::	:	::	:
4 YEA	\$1,300 \$ or under \$1,400	::	:	::	:	::	:		::	:		::	:	::	:	::	:
VING	\$1,200 \$ or under \$1,300	::	:	::	:	::	:		::	:		::	:	::	:	::	:
RECE	\$r,roo or under \$r,zoo	::	:	::	:	-::	:		::	:		::	:	::	:	::	:
HOOLS	\$1,000 \$ or under	::	:	H :	-	::	:		-::	:		α:	8	::	:	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$950 or under \$1,000	::	:	::	:	::	:		::	:		::	:	::	:	::	:
AENTA	\$900 or under \$950	::	:	: 01	01	::	:		aа	4		::	:	::	:	::	:
ELE.	\$850 or under \$900	::	:	: 4	4	::	:		::	:		::	:	::	:	::	:
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	Under \$500	::	:	::	:	::	:	No d	::	:	þ	::	:	: 4	4	. 10	Ŋ
	Сіту	343. Pottstown, Pa M	T	344. Helena, Mont F	H	345. Ithaca, N. Y	Ľ	346. Kenosha, Wis No d	347. Marlboro, MassM	F	348. Glens Falls, N.Y No	349. Chillicothe, O M	H	350. Menominee, Mich M	T	351. Auburn, Me F	H

City Type   Spot						NUMBE	CR OF	PRINCI	PALS 0	F ELE	MENT	ARY SC	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	RECE	IVING	A YE,	IRLY S	ALAR	OF-					Total Princi-	
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No data o btain able	352. Elwood, Ind	No d		o btain																					
Nod ata o brain able	353. Ansonia, Conn F										::		::	::	::	::	::	::	::	::	::	::	::	: :	
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Nod data o brain able	354. Dover, N. H F										۲ :		::	::	: :	::	::	::	::	::	::	::	::	o :	\$ 900
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Nod ata o brain able	355. Wausau, Wis F		•			•					•		::	::	::	::	::	::	::	::	::	: :	::	ω <sub>ν</sub>	683 495
No d ata o brain able	T	,									H		:	:	:	:	:	:	:	:	:	:	:	80	366
Nod ata o brain able	356. E. Providence, R.I. M. F.	•											::	::	н:	::	::	::	::	::	: :	::	::	1 9	1,200
No d ata o btain able	T	4											:	:	H	:	:	:	:	:	:	:	:	7	649
No d ata o brain able	357. Cairo, Ill F												::	::	::	::	::	::	::	:.:	::	::	::	3	653 668
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	359. West Bay City M Mich.												::	::	::	::	::	: :	::	::	::	::	::	<b>1</b> 4	550
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	\$1,900 or under \$2,000	::	:	::	:		::	:		::	:	::	:	::	:	
	\$1,800 or under \$1,900	::	:	::	:		::	:		::	:	::	:	::	:	-
	\$1,700 or under \$1,800	::	:	::	:		::	:		::	:	::	:	::	:	
Y OF-	\$1,600 or under \$1,700	::	:	::	:		::	:			:	::	:	::	:	
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,300 \$1,400 \$1,500 or or under under under \$1,400 \$1,500 \$1,600	::	:	::	:		::	:		::	:	::	:	::	:	
SARLY	\$1,300 \$1,400 or or under under \$1,400 \$1,500	::	:	# :	-		::	:		::	:	::	:	::	:	
A YE	\$1,300 or under \$1,400	, ; ;	:	::	:		: :	:		::	:	::	:	::	:	
EIVING	\$1,000 \$1,100 \$1,200 or or or under under under \$1,200 \$1,300	H :	-	::	:		::	:		::	:	::	:	::	:	
s REC	\$1,100 or under \$1,200	::	:	::	:		::	:		η:	7	::	:	::	:	
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	Сіту	361. Leadville, ColoM	T	362. Westfield MassM	T	363. Steelton, Pa	364. Marion, O F	T	365. Piqua, O No	366. Fresno, Calif F	T	367. Natchez, Miss F		368. Manitowoc, WisM	T	369. Greenville, S.C

Second   S				ž	JMBER	NUMBER OF PRINCIPALS	INCIPA	LS OF		ELEMENTARY	SCHOOLS RECEIVING	LS RE	CEIVIN		A YEARLY	SALARY	V OF-				T. T.	Iai i
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TABLE III-Continued

					TUMBE	R OF F	RINCIE	VIES OF	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	ENTA	RY SCH	TOOLS	RECEI	VING /	YEA	RLY S.	\LARY	OF-					Total	
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 to number n	\$900 or under u	\$950 Sunder u	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$ or under u	\$1,300 \$ or under u	\$1,400 \$ or under u	\$1,500 \$ or under u	\$1,600 \$ or under \$1,700	\$1,700 \$ or under u \$ \$1,800 \$	\$1,800 or or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over S	pals of Ele- ment'y Schools	Average Yearly Salary
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Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or \$900	\$900 or under \$950	\$950 or under \$1,000	\$1,000 or under \$1,100	\$1,100 or under \$1,200	\$1,200 \$ or under u	\$1,300 pr or under \$1,400	\$1.4 .0 \$ or under \$1,500 \$	\$1,500 \$1 or under ui \$1,600 \$1		\$1,700 \$ or under u \$1,800 \$	\$1,800 or under \$1,900	\$1,900 \$ or under \$2,000	\$2,000 E or over Sch	Principals of Ele- ment'y Schools	Average Yearly Salary
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391. Greensboro, N.CM	::	::	н :	::	::	: :	н:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	٠:	675
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392. Kearney, N. JM	::	::	::	::	::	::	::	: "	: =	: "	.::	::	::	::	٠: ا	::	::	::	::	::	::	::	0.4	1,304
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TABLE III-Consinued

	Average Yearly Salary	\$ 646	646	855	855		1,250	829	850 569	663	1,200	609		700	1,100	800
	pals of Ele- ment'y Schools	9:	9	α ;	8		9 10	7	u 4	9	1 6	10	: н	I	н «	0
	\$2,000 or Over	::	:	::	:		::	:	::	:	::	:	::	:	::	:
	\$1,900 or under \$2,000	::	:	: :	:		::	:	::	:	::	:	::	:	::	:
	\$1,800 or under \$1,900	::	:	::	:		::	:	::	:	::	:	::	Ï	::	<b> </b>
	\$1,700 \$ or under \$1,800	::	:	::	:		::	:	::	:	::	:	::	:	::	:
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Number of Principals of Elementary Schools Receiving a Yearly Salary of—	\$1,300 \$ or under \$1,400	::	:	::	:		Ħ :	H	::	:	::	:	::	:	::	: -
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	CITY UI	396. Sault Ste. MarieM Mich.	<u> </u>	397. Pine Bluff, ArkM	El I	398. Alpena, Mich	399. Peabody, MassM		400. FraminghamM Mass.	H	401. Naugatuck, Conn. M	T	402. Corning, N. YM	T.	403. Revere, Mass F	I I

TABLE III-Continued

	Average Yearly Salary	\$ 478	478	1,100	875		586	938	938	456	456		945	900	900 5	689 6	
Total	pals of Ele- ment'y Schools	:∞	<i>a</i> 8	0 0	4	: 0	9	4 :	4	:9	9		9.80				
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	\$1,900 or under \$2,000	::	:	::	:	: :	:	::	:	::	:		::	:	::	:	
	\$1,800 or under \$1,900	::	:	::	:	: :	:	::	:	: :	:		: :	:	: :	:	
	\$1,700 or under \$1,800	: :	:	::	:	::	:	: :	:	::	:		::	:	: :	:	
V OF-	\$1,600 or under \$1,700	::	:	::	:	::	:	::	:	::	:		::	:	::	:	
SCHOOLS RECEIVING A YEARLY SALARY OF		::	:	::	:	::	:	::	:	::	:	•	::	:	::	:	
ARLY S	\$1,400 or under \$1,500	::	:	::	:	: :	:	::	:	::	:		::	:	::	:	
A YE.	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:		::	:	::	:	
SIVING	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	****	::		::	:	
RECE	\$1,100 or under \$1,200	::	:	α :	8	::	:	::	:	::	:		::	:	::	:	
HOOLS	\$1,000 or under \$1,100	::	:	::	:	::	:	N :	7	::	:		H :	۳	::	:	
ARY SC	\$950 or under \$1,000	::	:	::	:	::	:	H :	H	::	:		: "	H	::	:	
ELEMENTARY	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:		::	:	4 :	4	
ь Егв	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:		: <b>H</b>	H	::	:	
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PRINCI	\$750 or under \$800	::	:	::	:	::	:	::	:	::	:		: "	н	::	:	
NUMBER OF PRINCIPALS OF	\$700 or under \$750	::	:	: H	H	::	:	::	:	::	:		::	:	::	:	
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	Under \$500	: 4	4	::	:	::	:	::	:	:9	9	Parti al	::	:	::	:	
	Cirv	404. Rutland, VtR	T	405. Adams, Mass F	H	406. Beloit, Wis M	T	407. Walla Walla, Wash. M	T	408. Gardner, Mass F	. T	409. Baton Rouge, La	410. Butler, Pa F	T	411. Weymouth, MassM	T	

a Principals receive \$6.25 per room per annum for supervision, in addition to regular salary.

CABLE III—Continue

	Average Yearly Salary	\$ 630	630		675 540	630	1,700	1,700		900	630 450	540	585	585	645 572	614	
Total Princi.	pals of Ele- ment'y Schools	: 20	22		4.0	9	N :	100	:∞	000	0 0	4	: 01	8	4.6	7	
	\$2,000 or Over	::	:		::	:	::	:	::	:	::	:	::	:	: :	:	
	\$1,900 or under \$2,000	::	:		::	:	: :	:	::	:	::	:	: :	:	: :	:	
	\$1,800 or under \$1,900	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
	\$1,700 or under \$1,800	: :	:		::	:	ο :	61	::	:	::	:	::	:	::	:	
Y OF-	\$1,600 or under \$1,700	::	:		::	:	::	:	::	:	::	:	::	:	: :	:	
ALAR	\$1,500 or under \$1,600	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
ARLY S	\$1,400 or under \$1,500	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
A YE.	\$1,300 or under \$1,400	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
IVING	\$1,200 or under \$1,300	::	:		- : :	:	::	:	::	:	::	:	::	<u> </u>	::	:	-
RECE	\$1,100 or under \$1,200	::	:		::	:	::	<u> </u>	::	:	::	:	::	:	::	:	
HOOLS	\$1,000 or under \$1,100	::	:	•	::	:	: :	:	::	:	::	:	::	:	::	:	
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	\$950 or under \$1,000	::	:		::	:	::	:	::	<u> </u>	::	:	::	:	::	:	
MENTA	\$900 or under \$950	::	:		::	:	::	:	::	:	::	:	: :	:	::	:	
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RINCIE	\$750 or under \$800	::	:		::	:	::	:	: :	:	::	:	::	:	::	:	
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UMBE	\$650 or under \$700	::	:		4 :	4	::	:	::	:	<b>#</b> :	H	::	:	::	:	
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	Under \$500	::	:	No d	::	:	::	i	::	:	: 8	8	::	:	::	:	
	Сіту	412. Guthrie, OklaM	T	413. Manchester, Conn No	414. Kokomo, Ind:M	T	415. Harrison, N. J M	H	416. Geneva, N. YM	F	417. Pittsburg, KansM	T	418. Mankato, MinnM	H	419. Lawrence, KansM	H	

BLE III-Continue

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TABLE III-Continued

					VUMBE	R OF P	RINCIP	ALS OF	ELEM	ENTA	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	OOLS F	RCEIV	ING A	YEAR	LY SAI	ARY (	F				Total	
City	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or or under u	\$850 sr or under u	\$900 1 or under u \$950 \$	\$950 \$1 or under u1 \$1,000 \$1	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1,200 \$1,300 or or under under under \$1,200 \$1,300 \$1,400	\$1,200 \$1 or under un \$1,300 \$1		\$1,400 \$1,500 or or under under \$1,500 \$1,600		\$1,600 \$1,700 or under under \$1,700 \$1,800	\$1,700 \$1,800 or or under under \$1,800 \$1,900	oo \$1,900 or or oo \$2,000	oc \$2,000 or Over	pals of Ele- ment'y Schools	Average Yearly Salary
429. Athens, Ga	::	::	::	: 8	::	::	::	::	::	::	::	::	::	-::	<del></del>	::	-::	::	::	::	::	: :	\$ 630
T	:	:	:	10	:	:	:	:	:	:	:	:	:	:	<u> </u>	   :	:	   :	 	:	:		630
430. Henderson, Ky F	::	<b>#</b> :	: :	::	<b>#</b> :	::	::	::	::	۹:	::	::	н ;	-::	<del>-::</del>	::	::	::	::	-::	::	· · ·	810
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431. Vincennes, Ind	Parti	Parti al rep ort on ly	ort on	ly																			
432. La Salle, Ill F	::	::	: :	::	: 10	::	::	;:	::	::	::	::	::	::	::	::	::	::	::	::	::	: : '	650
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433. Winston, N. C	No d ata		o btain able	able																			
434. Peekskill, N. YM	::	: "	: н	::	::	::	::	-::	::	::	::	::	::	::	::	::	::	::	::	::	::	. :	542
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435. Meadville, PaF	::	::	::	: :	::	::	::	: 0	::	::	::	::	::	::	::	::	::	::	::	::	::	: :	800
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436. Marquette, MichM	::	: н	::	::	: 4	::	: 0	::	::	::	::	::	::	::	::	::	::	::	::	::	: :		657
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437. Sioux Falls, S. Dak No data	No d		o btain able	able																			

	Average Yearly Salary	\$ 545	545	648 608	630		560 520	535	540 459	473	483	483		1,300	875	638	638
Total	pals of Ele- ment'y Schools	: 4	4	N 4	6		w w	~	нх	9	:0	9		4	9	: 4	4
	\$2,000 or Over	::	:	: :	:		::	:	::	:	::	:		::	:	: :	:
	\$1,900 or under \$2,000	::	:	::	:		::	:	::	:	::	:		::	:	::	:
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	\$1,700 or under \$1,800	::	:	::	:		::	:	::	:	::	:		::	:	::	:
Y OF-	\$1,600 or under \$1,700	; :	:	į	:		::	:	::	:	::	:		::	:	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,500 or under \$1,600	: :	:	::	:		::	:	::	:	::	:		::	<u> </u>	: :	:
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RECE	\$1,100 or under \$1,200	::	<u> </u>	::	:		::	:	::	:	::	:	-	::	:	::	:
HOOLS	\$1,000 or under \$1,100	-::	:	::	:		::	:	::	1	::	:		::	:	::	:
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	City	438. Beaver Falls, Pa M	T	439. Hot Springs, ArkM	H	440. Bellaire, Ohio	441. Fort Scott, KansM	T	442. Sunbury, PaM	H	443. Pontiac, MichM	T	444. Manchester, Va No	445. Watertown, MassM	T	446. Ironwood, MichM	Ţ

TABLE III-Continued

				Z	UMBE	OF P	RINCIP	ALS OF	HLEN.	ENTA	RY SCI	TOOLS	KECEI	VING A	YEAL	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	LARY	94 				T <sub>O</sub>		
<u> </u>	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	f750 or under f800	\$800 or under u	\$850 or or under u	\$900 or or under u \$950 \$	\$950 \$ or under u	\$1,000 \$ or under u \$1,100 \$	\$1,100 \$ or under u	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1 or under ui \$1,400 \$1	\$1,400 \$1 or under u	\$1,500 \$1 or under un \$1,600 \$1	\$1,600 \$1 or under u	\$1,600 \$1,700 \$1,800 or or under under under \$1,700 \$1,800 \$1,900	\$1,800 \$1 or under un \$1,900 \$2	\$1,900 sz or under \$2,000	\$2,000 Ele. or ment'y Over Schools		Average Yearly Salary
447. Anniston, AlaM	: H	: н	۳:	::	::	::	н:	::	::	::	:,:	::	::	::	::	::	::	::	::	::	::	::	8 8	\$675
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448. Bloomfield, N.J $^{\mathrm{M}}_{\mathrm{F}}$	::	::	::	::	: н	::	::	: 0	нн	::	: н	::	::	::	::	::	::	-::	::	::	::	::	н х	850 810
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449. Jefferson City, Mo No data	No d		o btain able	able										-										
450. Adrian, MichM	: 4	::	::	::	::	::	::	.::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 4	425
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451. Carlisle, PaM	<b>'</b> ::	::	::	::	<b>H</b> :	<del>-::</del>	::	::	::	::	::	::	·: :	::	::	::	::	::	::	-::	::	::	۳:	650
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452. Mattoon, Ill	: "	: 0	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 10	459
T		61	:	:	:	:	:	:	:	:	:	:	:	:	:	:	· :	:	:	<u> </u>   :	:		10	459
453. Plymouth, MassM	::	::	::	::	::	: н	; :	::	::	::	::	9 :	::	::	::	::	::	::	::	::	::	::	0 н	1,000
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454. Fargo, N. D No d ata	No d		o btain able	able							-													
455. Middletown, Conn.M	::	: "	: н	::	::	::	: H	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: 10	9
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					NUMBE	NUMBER OF PRINCIPALS OF	RINCI	VALS O		AENTA	ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	HOOLS	RECE	IVING	A YEA	RLY S	ALARY	OF-					Total	
Cirv	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 or under	\$1,000 or under	\$1,100 or or under \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 \$ or under \$1,500	\$1,500 \$ or under \$1,600	\$1,600 pr or under \$1,700	\$1,700 sr or under \$1,800	\$1,800 or under \$1,900	\$1,900 or under \$2,000	\$2,000 or Over	pals of Ele- ment'y Schools	Average Yearly Salary
456. Escanaba, MichM	::	::	::	: 4	::	::	: ;	::	::	::	::	::	::	::	::	::	::	::	::	::	-::	.::	: 4	
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457. Hudson, N.Y F	: :	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: н :	500
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458. West Chester, PaM	: :	::	: :	: :	::	::	::	: :	::	::	::	2 1	::	::	::	::	::	::•	::	::	::	::	1 2	1,000
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459. Stevens Point, Wis No	No d	ata	o btain	able								•		******			•							
460. Huntington, IndM	::	::	::	: "	нн	Ħ:	::	::	::	۳:	::	::	::	::	::	::	::	::	::	::	::	::	ю a	750
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461. Natick, Mass F	::	: :	::	::	::	::	::	::	::	::	::	::	۳:	н:	::	::	::	::	::	::	::	::	ο :	1,150
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462. Frankfort, KyM	::	::	::	: +	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: H	
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463. Waterville, MeM	::	. 8	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: :	::	: 6	
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TABLE III-Continued

	Average Yearly Salary	\$ 488	488	557	557						630	1,050 750	950	662 585	640	495 510	206	
Total Princi-	pals of Ele- ment'y Schools	: 10	Ŋ		7				4	:	4	В Н	3	ν и	7	3	4	
	\$2,000 or Over	::	:	::	:				:	:	:	::	:	::	:	: :	:	
	\$1,900 or under \$2,000	::	:	::	:				:	:	:	::		: :	:	::	:	
	\$1,800 or under \$1,900	::	:	::	:				`:	:	:	::	i	::	:	::	:	
	\$1,700 or under \$1,800	::	:	::	:		-		:	:	:	::	:	::	:	::	:	
OF-	\$1,600 or under \$1,700	::	:	::	:				:	,	:	::	:	::	:	::	:	
ALARY	\$1,500 to or under \$1,600	::	:	::	:				:	:	:	::	:	::	:	::	:	
RLY S	\$1,400 or under \$1,500	::	:	::	:				:	:	:	::	:	::	:	::	:	
A YEA		::	:	::	:				:	:	÷	::	:	::	:	: :	:	
ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	\$1,200 \$1,300 or or under under \$1,300 \$1,400	::	:	::	:				:	:	:	::	:	::	:	::	:	
RECE	\$1,100 or under \$1,200	::	:	::	:		-		:		:	H :	. #	::	:	::	:	
HOOLS	\$1,000 \$1,100 or or under \$1,100 \$1,200	::	:	::	:				:	:	:	۲:	H	::	:	::	:	
RY SC	\$950 or under \$1,000	::	:	. : :	:				:	:	:	::	:	::	:	::	:	
TENTA	\$900 or under	::	:	: "	н				н	-	н	::	:	::	:	::	:	
ELE	\$850 or under	::	:	::	:				:	:	;	::	:	::	:	::	:	
ALS OF	\$800 or under \$850	::	:	::	:				:	:	:	::	:	::	:	::	:	
RINCIP	\$750 or under \$800	::	:	::	:				:		:	: "	H	<b>#</b> :	-	::	:	
OF P	\$700 or under \$750	::	:	::	:				:	:	:	::	:	::	:	::	:	
NUMBER OF PRINCIPALS OF	\$650 or under \$700	::	:	::	:				:	:	:	::	:	e :		::	:	
z	\$600 or under	::	:	::	:		able	able	H	:	1	::	:	::	:	::	:	
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	\$500 or under \$550	::	:	. 9	9	d rep			н	:	н	::	:	Ħ:	T	: "	H	
	Under 5500	: 10	2	::	:	Parti	No d	No d	ı	:	н	::	:	::	:	н а	3	
	Ситу	464. Amesbury, MassM	T	465. Olean, N.YR	H	466. Anaconda, Mont Parti al rep ort on ly	467. Hackensack, N.J No data	468. Clarksville, Tenn No data	469. Beaumont, TexM	4	L	470. Waukegan, IllM	FI FI	471. Carthage, MoM	H	472. Traverse CityM Mich.	<u>-</u>	0

<u>i</u>		7 Y Z	\$650	809	585	540	540	540		653	653	450	450	700	725	675 524	562
		Average Yearly Salary															
	Total	pals of Ele- ment'y Schools	2 1	3	9.4	9	α:	2		4:	4	۳:	I	H S	9	33	4
		\$2,000 or Over	::	:	: :	:	::	:		::	:	::	:	::	:	::	:
		\$1,900 or under \$2,000	::	:	::	:	: :	:		::	:	::	:	::	:	::	:
		\$1,800 or under \$1,900	::	:	: :	:	::	:		::	:	::	:	::	:	::	:
		\$1,700 or under \$1,800	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	7 OF-	\$1,600 or under \$1,700	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	ALAR	\$1,500 or under \$1,600	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	ARLY S	\$1,400 or under \$1,500	: :	:	::	:	::	:		::	1:	::	:	::	:	::	:
	A YE,	\$1,300 or under \$1,400	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	IVING	\$1,200 or under \$1,300	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	RECE	\$1,100 or under \$1,200	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	HOOLS	\$1,000 or under \$1,100	::	:	::	:	::	:		::	1	::	:	: =	۳	::	:
	Number of Principals of Elementary Schools Receiving a Yearly Salary of-	\$950 or under \$1,000	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	MENT	\$900 or under \$950	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	ь Еге	\$850 or under \$900	::	:	::	:	::	1		::	:	::	:	::	:	::	:
	PALS C	\$800 or under \$850	::	:	::	:	::	:		::	:	::	:	::	:	::	:
	PRINCI	\$750 or under \$800	::	:	::	:	: :	:		::	:	::	:	; н	۲	::	:
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		Сіту	473. Port Jervis, N.YM	T	474. Hutchinson, Kans.M	T	475. Dubois, Pa	T	476. Paris, Tex	477. Corsicana, TexM	T	478. Frederick, Md F	T	479. Wakefield, MassM	T	480. Madison, IowaM	E

TABLE III-Continued

	Average Yearly Salary	\$ 713 618	637		630 630	630	495	495	459	459	::	:	850	850	1,000	1,000	
	pals of Ele- ment'y Schools	н 4	20		ma	100	: "	8	: "	8	::	:	H :	H	10 cm	'n	
	\$2,000 or Over	::	:		::	:	::	:	: :	:	::	:	: :	:	::	:	
	\$1,900 or under \$2,000	::	:		::	:	::	:	::	:	::	:	: :	:	: :	:	
	\$1,800 or under \$1,900	::	:		::	:	::	:	: :	:	::	:	::	:	::	:	
	\$1,700 or under \$1,800	::	:		::	:	::	:	: :	:	::	:	: :	:	::	:	
7 OF	\$1,600 or under \$1,700	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
ALAR	\$1,500 or under \$1,600	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
ARLY S	\$1,400 or under \$1,500	::	:		: :	:	::	:	::	:	::	:	::	:	::	:	
A YE,	\$1,300 or under \$1,400	::	:		::	:	::'	:	::	:	::	:	::	:	::	:	
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,200 or under \$1,300	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
RECE	\$1,100 or under \$1,200	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
HOOLS	\$1,000 or under \$1,100	::	:		::	:	::	:	::	:	::	:	::	:	w 01	7.0	
RY Sc	\$950 or under \$1,000	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
MENTA	\$900 or under \$950	::	:		::	:	::	:	::	:	::	:	7:	:	::	:	
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R OF I	\$700 or under \$750		ı		: :	:	: :	:	: :	:	::	:	::	:	::	:	
VUMBE	\$650 or under \$700	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
-	\$600 or under \$650	. 4	4	ly	w 01	2	::	:	::	:	: :	:	::	:	::	:	
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	Сіту	481. Iron MountainM Mich. F	T	482. Middletown, Ohio Parti al	483. Oskaloosa, IowaM	T	484. Webb City, MoM	T	485. Phoenixville, PaM	T	486. Batavia, N. Y F	T	487. Keene, N. H	T	488. Pasadena, CalifM	T	

					NUMBE	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	PRINCIE	ALS OF	ELEN	IENTA	RY SCH	TOOLS	RECEI	VING A	YEAL	RLY SA	LARY	OF-				Total	
Сіту	Under \$500	\$500 or under	\$550 or under \$600	\$600 or under	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or or under u	\$900 or under b	\$950 \$ or under u \$	\$1,000 \$ or under u	\$1,100 \$1 or under u	\$1,200 \$1 or under ui \$1,300 \$1	\$1,300 \$1 or under ui \$1,400 \$1	\$1,400 \$1 or under \$1,500 \$1	\$1,500 \$1 or under ui \$1,600 \$1	\$1,600 \$1 or under un \$1,700 \$1	\$1,700 \$1, or under un \$1,800 \$1,	\$1,800 \$1,9 or or under und \$1,900 \$2,0	8 58	\$2,000 Ele- or ment'y Over Schools	Average Vearly Salary
489. Champaign, IllM	M F 3	. 2	::	::	::	::	::	::	::	::	::	:::	::	::1	::	::	::	::	::	::	::	::	\$513
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490. Newbern, N. CM	•	; ; H .	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	-::	# : ::	320
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492. N. TonawandaM. F. N. Y.	∑H ∷ :	-::	::	а н	н:	<b>"</b> :	::	-::	::	::	::	::	::	::	::	-::	::	::	::	::	::	::	4 638 1 600
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493. Duquesne, PaM	. : :	::	::	::	::	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	3 720
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TABLE III-Continued

	Average Yearly Salary	\$1,250	1,250		825 522	609	614	614		563 563	563	975	940	513 474	464		200
Total Princi-	pals of Ele- ment'y Schools	α:	61		9 10	7	: 1	7		н 4	r.	4 н	ro	mm	9	: H	I
	\$2,000 or Over	::	:		::		::	:		: :	:	::	:	::	:	: :	:
	\$1,900 or under \$2,000	::	:		::	:	::	:		::	:	::	:	::	:	::	
	\$1,800 or under \$1,900	::	:		:::	:	::	:		::	:	::	:	::	:	::	
	\$1,700 or under \$1,800	::	:		::	:	::1	:		::	:	::	:	::	:	::	:
7 OF-	\$1,600 or under \$1,700	::	:		::	:	::	:		::	:	::	:	::	:	::	:
ALAR	\$1,500 or under \$1,600	::	:		::	:	::	:		::	:	::	:	::	:	::	:
RELY S	\$1,400 or under \$1,500	: .	:		::	:	::	:		::	:	::	:	::	:	: :	
A YE	\$1,300 or under \$1,400	н:	H		::	:	::	:		::	:	н:	H	::	:	::	:
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF	\$1,200 or under \$1,300	н:	H		::	:	::	:		::	:	::	:	::	:	::	:
RECE	\$1,100 or under \$1,200	::	:		::	:	::	:		::	:	::	:	::	:	::	:
ноог	\$1,000 or under \$1,100	::	:		::	:	::	:		::	:	H :	H	::.	:	: :	:
RY Sc	\$950 or under \$1,000	::	:		::	:	::	:		::	:	::	:	::	:	: :	;
HENTA	\$900 or under \$950	::	:		::	:	::	:		::	:	::	:	::	:	::	:
ELE!	\$850 or under \$900	::	:		::	:	::	:		::	:	::	:	::	:	::	;
ALS OF	\$800 or under \$850	- : :	:		٥ :	101	::	:	•	::	:	ан	8	::	:	•	
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TABLE III-Continued

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ABLE III-Continu

	Average Yearly Salary	\$600	900		299			750	750	588	588		::	:	570	570	
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HOOLS	\$1,000 or under \$1,100	::	:	::	:			::	:	::	:		::	:	::	:	
NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	\$950 or under \$1,000	::	:	::	:			::	:	::	:		: :	:	::	:	
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TABLE III-Continued

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BLE III—Concluded

				4	TUMBE	R OF P	RINCIP	ALS OF	ELEM	ENTAR	у Ѕсн	OOLS F	ECEIV	NG A	NUMBER OF PRINCIPALS OF ELEMENTARY SCHOOLS RECEIVING A YEARLY SALARY OF-	Y SAL	ARY O	ļ				Total	
Сіту	Under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under	\$800 or or under u	\$850 \$ or under u	\$900 Sunder	\$950 fr or under ur \$1,000 \$1	\$1,000 \$1 or under ur \$1,100 \$1	\$1,100 \$1,20 or or under under \$1,20c \$1,3c	8 58	\$1,300 \$1,400 or or under under \$1,400 \$1,500	00 \$1,500 or or under 00 \$1,600	oo \$1,600 or or under oo \$1,700	oo \$1,700 or or under oo \$1,800	or or or or or or or or or or or or or o	o \$1,900 or under o \$2,000	\$2,000	pals of Ele- ment'y Schools	Average Yearly Salary
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TABLE IV—CLASSIFIED YEARLY SALARIES OF TEACHERS (NOT INCLUDING PRINCIPALS) IN ELEMENTARY SCHOOLS

NUMBER OF ELEMENTARY	P .	EMENTAR	🗠		Sсноог Т	TEACHERS	RS (N	(NOT INCLUDING PRINCIPALS)	LUDING	PRIN	CIPALS	1 1	RECEIVING	<	VEARLY SALARY	SALAR	0 -	-	Total Elem.	
20 9 2	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 \$ or under u \$650	\$650 or under un	\$700 \$ or under u \$750 \$	\$750 \$ or under u	\$800 tounder under u	\$850 \$ or under un	\$900 \$ or under ui	\$950 \$1 or under un \$1,000 \$1	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1 or under un \$1,200 \$1	\$1,200 \$1, or under un \$1,300 \$1,	\$1,300 \$1,400 or or under under \$1,400 \$1,500	\$1,400 \$1,500 or or under under \$1,500 \$1,600	o \$1,600		Yearly Salary
::		::		::	935 1,	1,042	763	654 1,	1,396	1881	35	408	38	90 484 1,	1,557	61 666 3	89 4	42 260 23 254	677 10,570	\$1,556 960
:		:	н	:	935 1,	1,044	763	654 "1,	1,397	582	266	409	946	574 I,	1,614	727	426 6	65 514	4 011247	966
::		::	::	373	1 249	II	230	285	222	49 628	12	13	7000 I	217 .	::	::	:::	::	4,689	869 822
:		:	:	376	250	12	238	291	222 2,	2,677	416	7.5	13	220	:	:	· :	:	b4,790	823
::		33	347	395	242	238	218	1,115	73	532	::	, s	22 :	16 1	OI :	::	::	::	3,247	11,095
:		33	347	395	242	238	218	1,115	73	532	:	25	22	17	OI	· :	:	:	63,247	717
19		7	. 6	86	113	564	: 2	183	: "	; . w	: 4	::	::	- <u>:</u>		::	::	::	1,262	
19		7	94	98	113	564	12	183	3	10	4	 	 	·   :		· :	·   :	<u> </u>	1,262	654
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141		77	19	54	156	542	11	52		:	I	:	:	<u>:</u> :	:	:	- :	:	101,101	909

not reported.

• Including 224 head assistants at \$500 to \$1,150, average \$1,103, and kindergarten teachers, number not reported, at \$550 to \$950. a Including kindergarten teachers, number and salary

c Including kindergarten teachers, number not reported, at \$470 to \$770.
d Including 12 "prep" teachers at \$640 to \$850, average \$721, and 10 practice teachers at \$700.

e Including 58 assistant principals at \$640 to \$900, average \$770, and 47 German teachers at \$400 to \$600, average \$619.

TABLE IV-Continued

Fig.   Fig.				N	NUMBER OF	OF EL	ELEMENTARY SCHOOL	ARY SO	HOOL	LEACH	EKS (1	NOT IN	CLUDIN	G PRI	NCIPAL	E KE	CEIVIN	G A	EARL	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	RY OF-			Total	
10   67   63   59   62   64   11   200   12   13   15   15   15   15   15   15   15	Сіту		Under					\$550 or under \$600	\$600 or under \$650							\$950 or under 1,000	or or under fr, roo	Si, 100 or under \$1,200	0r or under 1,300	61,300 5 or under 1,400 5	1,400 9 or nder 1,500 9		fi,600 or Over	Elem. School Teach- ers	Average Yearly Salary
10   67   63   59   62     411   200     37     15   11   6     12     15   .	9. San Francisco, Calif	M	::			::	::	:1:	:82	: 4	: 0	: 94	:82	35:	1891	310	: 2	: 0	9.00	::	: 2	6 17	::	763	\$1,308
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		T	:	:		:	:	:	28	41	6	46	82	35	691	312	) of	2	5.	<u> </u>   :	12	23	:	4774	926
T   10   67   63   59   62     411   200       37     15   111   6         F     4   14   38   33   14   32   448   13   139               F     5   37   44   201   233   52   485     15                 F     3   39   50   48   203   243   60                     F     44   44   39   44   38   47   54   381     40                 F     43   44   39   44   38   47   54   381     40                     F     44   28   96   157   225   45   .	ro. Pittsburg, Pa	F	: :				•	•	: :	411	. 00	::	::	::	37	::	15	: #	:9	::	::	::	::	941	
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		H	:					62	:	411	800	:	:	:	37	:	1.5	H	9	:	:	;	:	b941	634
T	11. Cincinnati, Ohio							33	14	. 32	448		139	::	: H	::	-::	۹ :	∞ :	4 :	۳:	9:	::	68 736	1,082 693
M.         T.         1         2         3         4         2         10         3         12         13         12         13         13         13         13         14         201         23         3         23         24         203         243         60         22         6         43         15		H	:	:		14	39	33	16	32	455	13	156	:	H	<u> </u>	:	8	00	24	H	9	:	6804	726
T        3       9       5       48       203       243       60        22       6       43	12. Milwaukee, Wis							4 4	201	233	8 2	::	17	1 22	31	::	::	::	::	::	::	::	::	52 665	718
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		T	:					48	203	243	99	:	22	9	43	:	:	:	:	:	:	:	:	4717	632
T       43       44       38       44       38       47       54       381       41       41       41       42       44       28       96       157       225       45       43       44       48       187       23       44       48       187       23       187       188 <td>13. Detroit, Mich</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>38</td> <td>47</td> <td></td> <td>381</td> <td>::</td> <td>т 04</td> <td>::</td> <td>: :</td> <td>::</td> <td>; н</td> <td>::</td> <td>::</td> <td>::</td> <td>::</td> <td>::</td> <td>::</td> <td>731</td> <td>800 636</td>	13. Detroit, Mich							38	47		381	::	т 04	::	: :	::	; н	::	::	::	::	::	::	731	800 636
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		T	:	43		39	4	38	47	54	381	:	41	:	:	:	-	:	:	:	:	:	:	732	636
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$ \begin{array}{cccccccccccccccccccccccccccccccccccc$		T	44						:	:	:		:	:	:	:	:	:	:	:	:	:	:	6597	479
T 192 130 154 135 128 97 76 4 3	15. Washington, D. C					::	9 186		148	133	125	96	75	::	::	: 4	: "	::	::	::	::	::	::	890	590 638
T 76 53 5 59 60 63 305 11 39 39 1 21 4 14 76 53 5 60 61 63 305 12 40 30 1 21 4 15		T	:	:		:	192	130	154	135	128	6	76	:	:	4	6	:	:	 	:	:	:	6164	637
76 63 6 61 63 305 12 40 30 1 21 4 15	16. Newark, N. J	·:	: :			94		. 10		1 60	. 63	305	H	39	39	: H	21	: 4	14	::	::	::	::	750	875 710
		T	:	:	:	94	53	2	59	19	63	305	12	4	39	I	21	4	15	:	:	:	:	8754	711

a Including 23 assistant principals at 81,500 and 3 of 1 French and German teachers at 8900 to 81,505, average \$1,500, \$1,200, b Including 69 assistant principals at 8000 to \$1,200, to \$80 average \$980; average 6187; teachers (not including assistant principals) \$607.

c Including 8 first English assistants at \$1.200 to \$1.500, average \$4.535; 28 first German assistants at \$1.200 to \$1.500, average \$1.376, and 113 German teachers at \$450 to \$800, average \$673.

4 Including 91 German teachers at \$400 to \$000, average \$650.

e Incituding oo assistant principals at 8-495 to 8-585, average \$569, and not including 34 cadets at 8-24.

f Including 23 model teachers at \$600 to \$775, average \$673.

\$673.

Fig. 10.

\$673. K Including 62 assistant principals at \$850 to \$1,200, average \$988.

TABLE IV-Continued

	Average Yearly Salary	\$650	650	467 504	504	669	669	582	582	593	593	549	592	644	644	549	549
Total	School Teach- ers	540	<b>a</b> 549	3 492	b495	762	762	509	6517	406	d406	481	486	446	446	. 444	444
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	•	::	:	::	•	::	:
ı	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
KRY OF-	\$1,400 or under \$1,500	: :	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
SAL/	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	: :	:	::	:
EARL	\$1,200 or under \$1,300	- : :	:	::	:	::	:	: :	:	::	:	::	:	::	:	::	:
G A )	\$1,100 or under \$1,200	: 4	8	-::	:	::	:	::	:	::	:	::	:	: :	:	::	:
CEIVIN	\$1,000 or under \$1,100		17	::	:	::	:	::	:	: 10	J.C	:-:	:	::	:	::	:
s) Re	\$950 or under \$1,000	: н	۳	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NCIPAL	\$900 or under \$950	35	35	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ig Pri	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CLUDIN	\$800 or under \$850	: 8	8	::	:	. 8	82	13	14	::	:	::	:	::	:	::	:
tor In	\$750 or under \$800	: =	H	::	:	345	345	::	:	24	24	::	i	220	220	::	:
ers (d	\$700 or under \$750		87	::	:	87	87	::	:	: н	H	::	:	10	91	::	:
ГЕАСН	\$650 or under \$700	:	7	::	÷	: 16	93	102	104	33	33	::	:	27	27	::	:
HOOL	\$600 or under \$650	:86	86	36.	36	: %	œ̂	256	259	240	240	333	335	34	34	277	277
RY SCI	\$550 or under \$600	37	37	.:.	119	: 4	44	37	38	56	56	38	39	55	55		48
MENTA	\$500 or or under		61	117	811	13	13	30 г	31	33	33	: 4	42	37	37	:09	69
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$450 or under \$500	33	33	16	92		18	33:	32	: 01	19	46	48	32	32	: "	9
BER O	\$400 or under \$450	103	103	108	109	::	:	39	39	25.	2.5	. 22 .	22	25	25	: '	1
Now	\$350 or under \$400	::	:	. 21	21	::	:	::	:	::	:	::	:	::	:	: 4	14
	Under \$350	::	:	::	:	::	:	::	:	::	:	::	:	::	:	. 27	27
	Сіту	17. Jersey City, N. J	Т	18, Louisville, Ky M	-13	19. Minneapolis, Minn $M$	T	20. Indianapolis, Ind F	H	21. Providence, R. I	T	22. Kansas City, Mo M	Į.	23. St. Paul, MinnM	T	24. Rochester, N. Y	T

a Including 45 assistant principals at \$940 to \$1,190, average \$985.
b Including kindergarten teachers, number not reported.

c Including 14 assistant principals at \$800 and 35 German teachers at \$400 to \$650, average \$570.

d Including 9 critic teachers at \$600 to \$1,000 average \$822, and not including 10 substitutes at \$400 and 28 pupil teachers at \$300.

TABLE IV-Continued

Total		12 \$657 350 587	362 589	525 762	532 762	328 745	328 745	390 546	390 546	8 656 419 574	427 575	19 777 478 694	b497 697	343 537	346 536	304 579	
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::'	١
ı	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
RY OF-	\$1,400 \$ or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
SALARY	\$1,300 \$ or under \$1,400	::	:	::	:	::	:	:•:	:	::	:	::	:	::	:	::	
YEARLY	\$1,200 \$ or under u	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
∢	\$1,100 \$ or under u	-::	:	::	:	::	:	::	:	::	<del>  -</del>	::		::	:	::	
CEIVIN	\$1,000 \$ or under u	::	:	. 4	41	::	:	::	:	::	:	۲:	7	::	:	::	
;) RE	\$950 \$ or nuder u	::	:	::	   :	::	:	::	   :	::	<u> </u>   :	-::	   :	::	:	::	
(NOT INCLUDING PRINCIPALS) RECEIVING	\$900 for number u	::	:	::	<u> </u>  :	 10	19	:::	:	::	:	::	:	: H	I	::	
3 Prin	\$850 to number n	::	:	-::	:	: %	58	::	.:	::	:	::	   :	::	:	::	
LUDIN	\$800 tornamer n	::	:	4 4	48	: 14	41	::	:	::	:	::	:	: н	H	::	
or Inc	\$750 or or under u	9.60	7.2	350	353		115	::	:	нх	9	207	200		13	::	
	\$700 for under u \$750 f	н о	8	::	   :	. 4	24	::	 	12 5	17	77	79	2 I	21	::	
EACHE	\$650 \$ or under u	169	176	::	:	. 2 I	21	::	   :	. 10	32	: 4	4	15	15	241	
100 100	\$600 \$ or under ur \$650 \$	1 53	54	: 8	8	. 23 .	25	128	128	246	246	8	132	. 6	92	:81	
Y SCH	\$550 \$0 or nuder nr	47	47	<del></del>	   :	188	18	133	133	 5I	51	: 4	4	. 42	42		
ELEMENTARY SCHOOL TEACHERS	\$500 \$ or under \$550 \$	1 22	23	::	:	: ^	7	32	32	75	77	22 .	22	3	10	39	
ELEM	\$450 \$: or under un \$500 \$:		101	::	:	::	:	30:	30	 10	10 10	::	<u> </u>   :	: 91	91	: 6i	-
NUMBER OF	\$400 \$200 under un \$450	18	8 8	::	:	::	:	31	31	:∞	.∞	::	<u> </u>   :	2 · Z	21	. 12	
NUMB.	\$350 \$400 \$400	.:	17	::	:	::	:	36	36	::	   :	::	   :	. 12	21	. t	
	Under 8350 un 54	::	   :	::	   :	::	<u> </u>   :	::	:	: H	H	::	<u> </u>   :	. 4	24	13	
	5%	F.K	[	ΉK	<u>[</u>	Äμ	E	ÄĦ	H	Äμ		ÄΞ	<u> </u>	Ä	<u> </u>	ΜŦ	
	Сіту	25. Toledo, Ohio		26. Denver, Colo		27. Allegheny, Pa		28. Columbus, Ohio		29. Worcester, Mass		30. Los Angeles, Calif		31. New Haven, Conn		32. Syracuse, N. Y	

b Including 7 assistant principals at \$1,000. a Including 4 German and French teachers at \$300 to \$750, average \$513.

FABLE IV—Continue

	Average Yearly Salary	\$520	493	534	534	632	632	580	580	473	477	555	555	565	595		684
Total	Elem. School Teach- ers	316	317	128	128	283	283	305	305	161	192	306	306	215	215	304	304
	\$1,600 or Over	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	::	:
Į	\$1,500 or under \$1,600	::	-	::	:	::	:	: :	:	::	:	: :	:	::	:	::	:
ARY OF	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	: :	:	::	:	::	:
YEARLY SALARY	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	1:	::	:	::	:
YEARI	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NG A	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ECEIVI	\$1,000 or under \$1,100	::	:	::	1:	::	:	::	:	::	:	::	:	::	:	::	:
LS) R	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
INCIPA	\$900 or under \$950	::	:	::	:	::	:	·:::	:	::	:	::	:	::	:	::	:
NG PR	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CLUDI	\$800 or under \$850	::	:	: :	:	: :	:	::	:	::'	:	::	:	::	:	::	:
NOT IN	\$750 or under \$800	::	:	; H	н	. 27	27	::	:	::	:	::	:	::	:	.:	67
ERS (	\$700 or under \$750	::	:	. 0	(1)	27	27	:∞	∞	::	:	::	:	::	÷	122	122
ТЕАСН	\$650 or under \$700	::	:	. 0	50	141	141	.:	94	::	÷	:09	9	::	:		79
100H	\$600 or under \$650		9	: "	H	: 0	90	::	:	: :	:	102	102	205	205	. 25	22
ARY SC	\$550 or under \$600	57	57	. 4	44		91	221	221	: :	:	30:	8	::	:	II	II
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A	\$500 or under \$550	185	186	: ∞	∞		91	::	÷	114	114		47	: 2	Q	::	:
F ELE	\$450 or under \$500		9	. 22 .	22	12	12	::	:	29	30	59	59	::	:	::	:
BER 0	\$400 or under \$450	: 0	61	1.0	91	15	15	::	:	21:	21	:∞	∞	::	:	::	:
NUN	\$350 or under \$400	19	19	14	14	: 0	6	::	:	: 4	14	: :	:	: :	:	::	:
	Under \$350	 41	41	::	:	::	:	::	:	13	13	::	:	::	:	::	:
	CITY	33. Fall River, Mass	H	34. Memphis, Tenn	H	35. Omaha, Neb	T	36. Paterson, N. J	T	37. St. Joseph, Mo	T	38. Scranton, PaM	H	39. Lowell, Mass	H	40. Portland, Ore	Ţ

TABLE IV-Continued

	Average Yearly Salary	\$1,300	689	517	517	586	586	641 546	547	755	755		809		450 436	439	
Total	School Teach- ers	265	267	217	2217	224	224	315	b319	297	297	288	288		217	224	
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:	::	:		: :	:	
J	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
ARY OF-	\$1,400 or under \$1,500	<b>#</b> :	٦	::	:	::	:	::	:	::	:	::	:		::	:	
SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:		::	1	
EARL	\$1,200 or under \$1,300	۳:	۳	::	:	::	:	::	:	::	:	::	:		::	:	-
(not Including Principals) Receiving a Yearly Salary	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:		::	:	
.s) RE	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	•	::	:		::	:	
NCIPAL	\$900 or under \$950	12	12	::	:	::	:	::	:	::	:	::	:		::	:	
ig Pri	\$850 or under \$900	::	:	::	:	: :	:	::	:	::	:	: H	H		::	:	
CLUDIN	\$800 or under \$850	. 4	4	::	:	::	:	::	:	157	157	::	:		::	:	
or In	\$750 or under \$800		H	::	:	::	:	::	:	53	53	: 01	8		: :	:	
ERS (1	\$700 or under \$750	169	169	::	:		17	7 0 7	22		64	: 0	30		::	:	
ГЕАСН	\$650 or under \$700		12		91	: :	:	: H	1		13	105	105		::	:	
HOOL	\$600 or under \$650	1.5	15		42	169	169		47		3	.88	88		: :	:	
RY SC	\$550 or under \$600		21	.38	38		II	108	109		7	. 21	21		. 8	8	
ELEMENTARY SCHOOL TEACHERS	\$500 or under \$550		11	76	16		7	1 42	43	::	:	18	18		12	12	
	\$450 or under \$500		oI	: :	:		7		63	:::	:	13	13	ly	100	107	
NUMBER OF	\$400 or under \$450	::	:	.: 10	91	13	13	14	14	::	:	13	13	ort on ly	73	73	
Now	\$350 or under \$400	::	:	. 8	28	::	:	14	14	: :	:		7	rep	. 14	14	
	Under \$350	::	:	: H	I	::	:	.9	9	::	:	::	:	Parti al	.: 10	91	
	CITY	41. Cambridge, Mass	H	42. Atlanta, GaF	H	43. Albany, N. Y	T	44. Dayton, Ohio	T	45. Seattle, Wash M	T	46. Grand Rapids, MichM	T	47. Hartford, Conn	48. Richmond, VaF	T	

a Including 21 assistant principals at \$400 to \$650, average \$588.

b Including 22 assistant principals at \$720 and kindergarten teachers, number not reported.

TABLE IV-Continued

	Average Vearly Salary	\$483	483	557	539	432	432	526	526	548	548	507	507	495	495	586	586
Total	Elem. School Teach- ers	317	317	186	2201	222	222	270	270	204	b204	199	199	135	135	174	174
	\$1,600 or Over	::	:	: :	:	::	:	::	:	::	:	::	:	::	:	::	:
0F-	\$1,500 or under \$1,600	::	:	::	:	::	:	: :	:	::	:	::	:	::	:	::	:
	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
' SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
YEARLY SALARY	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
4G A	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CEIVI	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	.::	:	::	:	::	:
.s) R <sub>1</sub>	\$950 or under \$1,000	::		::	:	::	:	::	:	::	:	::	:	::	<i>"</i> :	::	:
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A	\$900 or under \$950	::	:	::	:	: :	:	::	:	: "		::	:	::	:	::	:
NG PR	\$850 or under \$900	::	:	:0	9	::	•	::	:	: =	н	::	:	::	:	: :	:
CLUDI	\$800 or under \$850	::	:	N 00	OI.	::	:	::	:	::	:	::	:	::	:	::	:
NOT IN	\$750 or under \$800	::	:	. 8	3	::	:	: :		: =	н	::	:	: :	:	::	:
ERS ()	\$700 or under \$750	::	:	4∞	12	::	:	: 9	9	::	:	: H	I	::	:	::	:
ТЕАСН	\$650 or under \$700	37	37	: 6	6	::	:	: 11	II	:∞	∞	14	14	::	:	::	:
SCHOOL	\$600 or under \$650	::1	H	21	22		ω,		42	39	39	55	55	. 10	w	152	152
	\$550 or under \$600	23	23	31	31		11	:88	88	. 47	74	::	:	::	:	:∞	∞
NUMBER OF ELEMENTARY	\$500 or under \$550		95	45	45	. %	30		14	35	35	53	53	: =	111	: 0	0
F ELE	\$450 or under \$500	23	23	23	27	27	27	30	30	:∞	∞	31	31	: 0	9	12	12
IBER O	\$400 or under \$450		38	12	14	132	132		79	35	35		27	: :	:	::	
Nun	\$350 or under \$400	: %	8	14	91	13	13	::	:	: :	:	:81	18	13	13	: :	:
	Under \$350	::	:	:9	9	::	:	::	:	::	:	::	:	::	:	::	:
	Cirv	49. Reading, Pa M	L	50. Nashville, Tenn	E	51. Wilmington, DelR	T	52. Camden, N. J F	L	53. Bridgeport, Conn	T	54. Trenton, N. J F	I.	55. Troy, N. YF	T	56. Lynn, MassR	Ţ

a Including 6 assistant principals at \$700 to \$800, average \$733.

b Including 5 critics at \$750 to \$900, average \$860.

TABLE IV-Continued

Secondary   Seco	NUMBER OF ELEMENTARY
11   12   12   12   13   14   14   14   14   14   14   14	
11	::
2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	
174   174	19 5 9 125 9
2 2 3 3 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	0 221 0 5 0 125 0
1   1   1   1   1   1   1   1   1   1	
1   1   1   1   1   1   1   1   1   1	203
183	18 30 97 17 26
1	18 30 97 17 26
24	
	6 7 4 8 14 164 15
2   1   1   1   1   1   1   1   1   1	rep ort on ly
2 12 12 13 142 153 153 153 153 153 153 153 153 153 153	24 22 16 16 15 II
1   1   2   2   3   3   3   3   3   3   3   3	25 22 16 16 15 11
	38 23 22.
	38 48 23 22

a Including 5 assistant principals at \$1,200.

TABLE IV-Continued

	Average Yearly Salary	\$537	537	546	546	550	522	499	499	637 574	579	500	594	588 561	562	551	551
Total	Elem. School Teach- ers	245	245	185	185	107	108	170	170	11	136	221	222	268	277		162
	\$1,600 or Over	::	:	::	:	::	:	::	:	: :		: :	:	::	:	::	:
l j	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	: :	:	::	:	::	:	::	:
ARY OF-	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::'	:	::	:	::	:	::	:
SALARY	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
GAY	\$1,100 or under \$1,200	::	:	::	1	::	:	::	:	:::	:	::	:	::	:	::	:
CEIVIN	\$1,000 or or under \$1,100	::	:	::	:	::	:	::	:	::	:	::'	:	::	:	::	:
s) RE	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
CIPAL	\$900 or under	::	:	::	:	: :.	:	::	:	::	:	::	:	::	:	::	:
с Ркп	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	<b>:</b> :	:	::	:	::	:
LUDIN	\$800 or under \$850	::	:	::		::	:	::	;	::	:	::	:	::	:	::	:
or Inc	\$750 or under \$800	::	:	::	:	::'	:	: "	3	::	:	::	:	::	:	::	:
RS (N	\$700 or under u	::	:	::	:	::	:	::	:	171	18	: ٢	7	: 4	14	: 01	61
ЕАСНЕ	\$650 or or under u	::	:	: 01	IO	::	:	::	:	7.0	6	.84	28	67	70	. 6	22
100L T	\$600 tor or under u	128	128	35	35	: ;:	:	::	:	39	45	30:	30	27	29		99
Y SCF	\$550 tornamer n	: 45	34	. 95	95	82	83	: 8	34	19	21	46	46	52	54	: 0	oı
ENTA	\$500 t or under u \$550 \$	.56	36	32	32	: 10	2	103	103	15	13	1 54	55	188 H	29	н3.	13
	\$450 to number n	. 0	8	: 4	4	. 10	Ŋ	13	13	13	13	: 4	4	36	36	: 0	00
NUMBER OF	\$400 f or under u \$450	. 12	21	: ٢	7	: 0	OI	: ~	7	: 4	7	: 0	C)	56:	56	29:	20
NUM	\$350 or or under u \$400 \$	1.6	91	: 0	61	· ru	20	: 0	OI	:00	∞	::	:	7	8	::	:
	Under 5350 11	-::	:	::	:	::	:	::	:	::	:	::	:	::	H	::	:
-	) Þ.	M.	H	MH	H	М.	Ή	M.:	L	¥ <sup>i</sup>	H	MH	H	M.T	H	X <sub>F</sub>	H
	Спу	65. Peoria, Ill		66. Evansville, Ind		67. Manchester, N. H		68. Utica, N. Y		69. San Antonio, Tex		70. Duluth, Minn		71. Salt Lake City, Utah		72. Waterbury, Conn	

TABLE IV-Continued

	Average Yearly Salary	\$559	559	431	431		563	504	486	486	477	477	610 451	459	704	704	
Total	Elem. School Teach- ers	a116	9118	180	180		144	146	154	154	. 88	88	131	138	171	171	
	\$1,600 or Over	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
1	\$1,500 or under \$1,600	::	:	::	:		: :	:	: :	:	::	:	::	:	::	:	
ARY OF-	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
A YEARLY SALARY	\$1,300 or under \$1,400	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
EARL	\$1,200 or under \$1,300	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
	\$1,100 or or under \$1,200	::	:	:	:		::	:	::	:	::	:	::	:	::	:	
CEIVIN	\$1,000 \$ under u	: 4	8	::	:		::	:	::	:	::	:	::	:	: "		
(NOT INCLUDING PRINCIPALS) RECEIVING	\$950 \$ or under u	::	:	::	:		::	:	::	:	::	   :	::	:	-::	:	
CIPAL	\$900 sunder u	::	:	::	:		::	:	::	:	::	:	::	:	;∞	∞	
G PRIN	\$850 or nuder n	::	:	::	:		::	:	::	:	::	:	::	:	:9	9	
LUDIN	\$800 or under u	::	:	::	÷		::	:	::	:	::	:	::	:	.:	91	
or Inc	\$750 or under u	::	:	::	:		::	   :	::	:	::	:	::	<u> </u>   :	31	31	
RS (N	\$700 or or under u \$750 \$	:∞	00	: "	н		::	:	::	:	::	:	::	:	. 27	27	
TEACHERS	\$650 \$ or under u	: 9	9	::	:		::	:	::	:	: 8	l l	7.3	   e	38:	38	
00L T	\$600 \$ or under un \$650	∞	×	::	:		36	37	::	:	: 0	8	12	15	: 4	44	
Y SCH	\$550 \$ or under u.	55	55	.:	91		15:	15	::	:	: 9	9	::	:	::	:	
ENTAR	\$500 \$ or under un \$550 \$	: 02	80	:80	28	*	1 5 T	27	116	911	: 8	o i	::	:	::	:	
NUMBER OF ELEMENTARY SCHOOL	\$450 \$ or under ur \$500 \$	: 25	20	23	23		33	33	:9	9		17	1 24	55	::	:	
ER OF	\$400 \$ or under ur \$450 \$	.:	12	. 44	44	rep ort on ly	29	29	: 41	14	37	37	3 :	<u>چ</u>	::	:	
Numb	\$350 \$ or under un \$400 \$	::	:	33	33	repor	: 10	5	· 81	81	: -	-	: ::	H	::	:	
	Under 8	::	:	35	35	Parti al	::	:	::	<u> </u>   :	: 10	5		17	-::	:	
	5°	ÄΞ	H	ÄĦ	T	<u></u>	ÄÄ	Ţ	Äπ	۲	ÄĦ	⊣	H.	H	F.	<u> </u>	
	Сіту	73. Elizabeth, N. J		74. Eric, Pa		75. Charleston, S. C	76. Wilkesbarre, Pa M		77. Kansas City, Kans		78. Norfolk, Va		79. Harrisburg, Pa		80. Yonkers, N. Y		

a Including 7 assistant principals at \$600 to \$1,000, average \$743.

TABLE IV-Continued

		N	NUMBER OF		ELEMENTARY	NRY SC	Зсноог 7	Гвасні	RS (N	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY	TUDING	PRIN	CIPALS	REC	EIVING	A YE	ARLY	SALARY	4 OF-		Total	<u>-</u>	
City	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under u	\$700 or under u	\$750 to number n	\$800 \$ or under un \$850 \$	\$850 property of \$5000 property \$500	\$900 \$9 or under un \$950 \$1	\$950 \$1 or under un \$1,000 \$1	\$1,000 \$1, or under un \$1,100 \$1,	\$1,100 \$1 or under un \$1,200 \$1	\$1,200 \$1 or under un \$1,300 \$1	\$1,300 \$1,4 or or under und \$1,400 \$1,5	\$1,400 \$1,500 or or under \$1,500 \$1,600	500 \$1,600 Ier Or 500 Over		A. Y. Y. X.	Average Yearly Salary
81. Portland, Ore	No d ata		o btain	able																			
82. Houston, Tex		Parti al rep ort on ly	ort on	ly		-																	
83. Holyoke, Mass F	. : :	::	::	: "	.9		100	:∞	1 6	::	::	::	н:	::	::!	::	::	::	::	::	::	131	\$800
T	:	:	:	н	9	7	100	∞	10	:	:	:	н	:	:	:	<del>-:</del>	:	:	:	:	133	209
84. Youngstown, Ohio	. 52	::	. 22	. 2		:81		: 41	::	::	::	::	::	::	::	::	::	::	::	::	::	152	474
£.	24	II	22	25	27	18	H	14	:	:	:		:	:	;	:	:	:	<u> </u>   :	<u>                                       </u>	<u>"</u>   :	152	474
85. Fort Wayne, Ind	:::	. 1	12	29	72	: 6	нн	::	::	::	::	::	::	::	::	::	::	::	::	::	::	124	600
F	:	H	12	29	72	6	8	<del>-</del> :	:	:	:	:	:	:	:	:	<del></del> -	:	:	:	:	125	200
86. Akron, OhioF	 14	:∞	 17	.: 10	32	55	31	::	::	::	::	::	::	::	.	::	::}	::	::	::	::	173	502
T	14	8	17	91	32	55	31	:	:	:	:	:	:	:	:	:	:	:	:	:	a1	a173	502
87. Tacoma, WashR		::	::	::	: 10	16	. 00	1 25	72	23.2	::	::	::	::	::	::	::	::	::	::	::	9 191	708 666
Ę	:	:	:	:	5	91	20	56	7.5	25	:	:	. :	:	:	:	:	:	:	   :	:	191	299
88. Covington, Ky F	::	::	::	: :	::	99	 OI	13	::	::	::	::	::	::	::	::	::	::	::	::	:::	89	570
T	:	:	:	:	:	99	OI	13	:	:	:	:	:	:	:	:	:	:	:	:		689	570
89. Lancaster, PaF	::	13	56	18	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	.89	419
F	:	13	56	18	N	:	:	:	:	:	:	:	:	:	:	:	<del>-:-</del> -	:	:	:	:	89	419

a Including kindergarten teachers, number not reported.

b Including principals, number not reported.

TABLE IV-Continued

	Average Yearly Salary	\$509 560	195		557	557	503	503	525	525	428 426	426		646	646	675	443
Total	Elem. School Teach- ers	100	107		152	a152	117	117	120	b120	88	89		187	187	135	137
	\$1,600 or Over	::	:		::	:	::	:	::	:	::	:		::	:	::	:
1	\$1,500 or under \$1,600	::	:		::	:	::	:	::	:	: :	:		::	:	::	:
ARY OF	\$1,400 or under \$1,500	::	:		::	:	::	:	::	:	::	:		::	:	::	:
A YEARLY SALARY OF-	\$1,300 or under \$1,400	: :	¥:		::	:	::	:	::	:	::	:	-	::	:	::	:
EARL	\$1,200 or under \$1,300	::	:		::	:	::	:	::	:	·::	:		::	:	::	:
G A J	\$1,100 or under \$1,200	::	:		::	:	::	:	::	:	::	:		::	:	::	:
CEIVIN	\$1,000 or under \$1,100	::	:		::	:	::	:	::	:	::	:		::	:	::	:
s) RE	\$950 or under \$1,000	::	:		::	:	::	:	::	:	::	:		::	:	::	:
NCIPAL	fgoo or under	::	:		::	:	::	:	::	:	::	:		::	:	::	:
G PRI	\$850 or under \$900	::	:		::	:	::	:	::	<u> </u> :	::	:		::	:	::	:
CLUDIN	\$800 or unider \$850	::	:		::	:	::	:	::	:	::	:		::	:	::	:
or In	\$750 or under \$800	::	:		::	:	::	:	::	:	::	:		::	:	::	:
SRS (N	\$700 or under \$750	::	:		::	:	::	:	::	:	::	:		63	63	::	:
ЕАСН	\$650 or under \$700	::	:		::	:	::	:	::	:	::	:		38:	38	٥:	8
HOOL	\$600 or under \$650	21	21		:∞	8	: "	H	12:	15	::	:		43	43	::	:
ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING	\$550 or under \$600	1 45	46		113	113	: 4	41	. 26	26	: 8	10		. T	14	: ^	~
MENTA	\$500 or or under		18			17	: 4	47	.:	17	: 2	12		1.6	91	:81	81
F ELE	\$450 or under \$500		17	<u> </u>	. 14	14	15	15	13	13	.83	82	×	: 0	6	34	34
NUMBER OF	\$400 or under \$450	: 4	4	Parti al rep ort on ly	::	:	::	:	13	13	15	91	ort on	::	:	37	37
NUM	\$350 or under \$400	: 1	H	l rep	::	:	13	13	: 9	9	: 2	12	l rep	: 4	4	36	36
	Under \$350	::	:	Parti a	::	:	::	:	::	:	: 61	or li	Parti al rep ort on ly	::	:	: 10	3
	Сіту	90. Lincoln, NebR	T	or. Dallas, Tex	92. Brockton, Mass F	T	93. Schenectady, N.Y	T	94. Pawtucket, R. I F	H	95. Birmingham, AlaM	T	96. Little Rock, Ark	97. Spokane, Wash	E	98. Altoona, PaM	H

a Including 8 assistant principals at \$600.

b Including 7 assistant principals at \$360 to \$600, average \$537.

TABLE IV-Continued

	NUMBER OF ELE	IMENTA	ELEMENTARY SCHOOL	100r T	EACHER	RS (NO	1 INCL	UDING	Princi	PALS)	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	VING A	YEA	LY SA	LARY C	- H		Total	
\$350 \$400 \$450 \$500 or or or or or or or or or or or or or	\$500 or under \$550		\$550 \$ or under ui \$600 \$	\$600 \$00 or nuder nr \$650	\$650 \$7 or under un \$700 \$7	\$700 \$7 or under un \$750 \$8	\$750 \$8 or under un \$800 \$8	\$800 \$850 or under under \$850 \$900	\$850 \$900 or or under under \$900 \$950	o \$950 or er under o \$1,000	o \$1,000 or ler under oo \$1,100	o \$1,100 or er under oo \$1,200	\$1,200 or under \$1,300	\$1,300 or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or Over	Elem. School Teach- ers	Average Yearly Salary
9.	::		 I3	::	12:	::	::	::	::	-::	::	::		::	::	::	::	:8	\$450
6 36	:		13	<u> </u>   :	12		<u> </u>   :	:			 	:	:	:	:	:	:	82	450
7			: 4	: "	::	-::	::	::	-::		::	::	::	:-:	::	::	::	:88	457
7 12 5 51	51		4	Ħ	:	:	:	:	:	:	:	:	:	:	:	:	:	88	457
Parti al rep ort on ly			•																
Parti al rep ort on ly																			
No d ata o btain able																			
44 63 IO	: 01		: 6	; ;	::	::	::	::	::	::	::	: :	::	::	::	::	::	126	473
44 63 IO	OI		6	:	:	:	:	:	:	:	:	:	:	:	:	:	:	126	473
ata o btain able																			
4 4	:11			: 6	::	::	::	::	::	::	::	::	::	::	::	::	::	118	523
4 13 34 II	H		47	6	:	:	:	:	:	-	:	:	:	:	:	:	:	118	522
				;∞	::	::	::	::	::	::	::	::	::	¥. :	::	::	::	119	528
5 II I6	91	1	94	8	:	:	:	:	:	:	:	:	:	:	:	:	:	119	528
9 26 78	78		41	н:	H:	::	::	::	::	::	::	::	::	::	::	::	::	8 154	547
9 27 81	81		43	н	H .	:	:	:		:	:	:   :	:	:	:	:	:	162	522
		- 1																•	

TABLE IV-Continued

	Average	8 \$585 100 478	108 486	135 502	135 502	3 250 97 461	455	147 520	17 520		89 570	89 570	114 423	114 423	127 585	127 585	
Tota	School Teach- ers						0010		b147								
	fr,600 S	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
1	\$1,500 or under \$1,600	::	:	::		::	:	::	:		::	:	::	:	::	:	
ARY C	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
Y SA	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
YEAR	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
ECEIVI	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:		: :	:	::	:	: :	:	
LS) R	\$950 or under \$1,000	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
INCIPA	\$900 or under \$950	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
ng Pr	\$850 or under \$900	::	:	::	:	::	:	::	:		::	:	::	:	::	:	
CLUDI	\$800 or under \$850	::	:	::	:	::	:	::	:		: :	:	::	:	::	:	
NOT IN	\$750 or under \$800	::	:	::	:	: :	:	: :	:		: :	:	::	:	::	:	
ERS (	\$700 or under \$750	::	:	::	:	::	:	::	:		::	:	::	1	::	:	
Гвасн	\$650 or under \$700	::	:	::	:	::	:	: 0	6		::	Ï	::	:	: #	H	·
HOOL	\$600 or under \$650	9	1.5	::	:	: 9	9	: "	3			62	::	:		IOI	
RY Sc	\$550 or under \$600	: H	-	::	:	: 0	6	47	47		::	:	::	<u> </u>	: "	3	
ELEMENTARY SCHOOL	\$500 or under \$550		14	83:	83	.80:	28	:89	89		27	27	: 2	ន្ទ	: H	H	
	\$450 or under \$500	37	39	. 6	29	. 2	25	: "	3	able	::	:	: 4	4	: "	8	
NUMBER OF	\$400 or under \$450	36	36	23.	23	21	21		17	o btain	::	:	:82:	28	: 8	8	
Now	\$350 or under \$400	: 8	3	::	:	: 4	4	::,	:		::	:	31	31	: 6	6	
	Under \$350	::	•	::	:	64	. 7	::	:	No data	::	:	· 10	30	: 6	3	.,
	Спт	roo. Allentown, Pa F	T	110. McKeesport, PaF	F	III. Dubuque, Iowa	T	II2. Davenport, Iowa	T	113. Quincy, Ill	114. Salem, MassF	T	115. Elmira, N. Y F	T	116. Malden, Mass	H	•

a Including 5 German teachers at \$250.

b Including 20 German teachers at \$400 to \$550, average \$513.

TABLE IV-Continude

	School Yearly Teach- Salary	147 \$582	. a147 582	10 613 106 550	116 555	18 470	b108 39I	149 659	149 659	102 510	. 102 510	I 55 823	156 823	. 2 428 . 124 437	. 126 437	. 1 650 . 116 551	4 * 1
	\$1,600 or Over	::	:								:			::	:	: :	
į	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
ARY OI	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
EARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	Ī
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	-:	::	:	::	:	::	
CEIVIN	\$1,000 or or under \$1,100	::	:	::	:	: :	:	::	:	::	:	::	 	::	:	::	
s) RE	\$950 or or under \$1,000	-::	:	::	:	::	:	::	:	::	:	::	<u> </u>	::	:	::	
CIPAL	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	т ф	41	::	:	::	
G PRIN	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
LUDIN	\$800 or under u		14	::	:	: :	:	::	:	::	:	113	113	::	:	::	
ot Inc	\$750 or or under u	::	:	::	:	::	:	. 12	21	::	:	::	:	:::	:	::	-
RS (NO	\$700 1 or under u \$750	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	<u> </u>
ЕАСНЕ	\$650 \$ or under u	:∞	80	11	13	::	:	105	105	::	:	::	:	::	:	н 9	
10C	\$600 \$ or under un \$650	: 9	94	22	27	::	:-	. 2	22	31	31	::	:	::	:	75	<u> </u>
SCH	\$550 \$00 ander under \$600	23:	23	27	38	٥ :	"	::	:	: 8	30	: 4	9	: #	=	: 11	
ENTAR	\$500 fr or under un \$550 \$6	2.5	25	: 22	22	e :	<sub>.</sub>	::	:	24	24	::		н 41	15	: ~	<u> </u>
NUMBER OF ELEMENTARY SCHOOL		5.5	22	: ^	1	∞ ∘	171	::	   :	:00	80	::	<u> </u>   :	: 4	47	: H	
R OF	\$400 .\$450 or or or under under \$500	:0	0	: o	91	4 4	88	::	:	: 10	3	::	:	::	:	: ^	<u> </u>
VUMBE		::	:	::	:	. 12	21	: +		:∞	00	::	   :	10	25	::	  -
		::	<u> </u>	: H	-	36	37	::	<u> </u>   :	:0	9	::	   :	1 27	82	: ^	<u> </u>
_	Under \$350	- At	H	Äπ	<u> </u>	ÄΗ	<u> </u>	ZH	- H	2H	H	Ä۳	H		F	ZH.	  -
	CITA	117. Bayonne, N. J		118. Superior, Wis		119. York, Pa		120. Newton, Mass F		121. Springfield, IllF		122. Butte, MontF		123. Chester, PaF		124. Chelsea, Mass	

b Not including 15 assistants at \$180 to \$225, average \$186.

a Including 14 assistant principals at \$800.

ABLE IV—Continue

	m. Average	\$ \$518 117 494	121 495	77 644	77 644	3 456 77 387	80 390	2 98 557	100 558	112 417	112 417	93 484	93 484	76 357	76 357	1 400 110 488	488
Tot	School Teach-	::	"	::			_		<del>"</del>   :			· ::		::	<u> </u>   :	::	
	\$1,600			,	:	::	:	::		::	:						
OF-	\$1,500 or under \$1,600		:	::	:	::	:	::	: 	::	:	::	:	::	:	::	:
ARY	\$1,400 or under \$1,500	::	:	::	:	::	:	::	: 	::	:	::	:	::	:	::	:
LY SAI	\$1,300 or under \$1,400	::	:	::	:	: :	:	: :	: 	: :	:	::	:	::	:	::	:
RECEIVING A YEARLY SALARY	\$1,200 or under \$1,300	::	:	; :	:	::	:	::	[ : 	::	:	::	:	::	:	::	:
NG A	\$1,100 or under \$1,200	::	:	::	:	::	:	::	: 	::	:	::	:	::	:	::	:
ECEIVI	\$1,000 or under \$1,100	::	:	::	:	::	:	::	: 	::	:	::	:	::	:	::	:
LS) R	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
INCIPA	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
4G PR	\$850 or under \$900	::	:	::	:	::	:		:	::	:	::	:	::	:	::	:
CLUDIN	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
IOT IN	\$750 or under \$800	::	:	::	•	::	:	::	:	::	:	::	:	::	:	::	:
ERS (1	\$700 or under \$750	::	:	::	:	::	:	:∞	∞	::	:	::	:	::	:	::	:
FEACH	\$650 or under \$700	::	:	: 2	70	::	:	17	17	::	:	::	:	::	:	::	:
HOOL	\$600 or under \$650	::	:	: 4	4	::	:	20 I	21	::	:	::	:	::	:	: 4	4
RY SC	\$550 or under \$600	::	:	: "	3	::	:	10	17	::	:	: 10	20	٠ +	н	51	51
MENTA	\$500 or under	68	7.1	::	:	13	13	:81	81	: 6	19	34:	34	: "	8	: 01	OI.
OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	\$450 or under u	1 25	56	::	:	н С	8	: 1	11	37:	37	36	36	.:	15	.14	14
BER OF	\$400 or under	1.5	15	::	:	n ∞	OI.	:∞	∞	56:	56	:81	81	56	56	18	61
NUMBER	\$350 or under \$400	: 0	6	::	:	12	12	::	:	: 42	24	::	:	::	:		-
	Under 5350	::	:	::	:	37	37	::	:	:0	9	::	:	31	31	: 9	9
	City	125. Topeka, KansF	[I	126. Fitchburg, Mass	T	127. Knoxville, TennM.	T	128. East St. Louis, IllM	T	129. Rockford, IllM	I	130. Atlantic City, N. JM	T	131. Montgomery, Ala	Т	132. Taunton, Mass	I

a Including 1 permanent substitute at \$300 and 16 teachers of rural schools at \$325 to \$575, average \$430

TABLEIV-Continued

	Elem. Average School Yearly Teach- Salary ers	113 \$420	420		b1111 572	123 536	123 536	321	92 321	79 525	79 525	165 450	165 450	94 419	94 419	98 494	80
	\$1,600 S or Over	::	:	::	:	::	:	::	:	::	:	::	   :	::	:	::	_
	\$1,500 or under \$1,600	::	<u> </u>   :	::	<u> </u>   :	::	:	::	:	::	<u> </u>   :	-::	<u> </u>   :	::	:	::	
AY OF-	\$1,400 \$ or under u	::	!   :	::	:	::	:	::	   :	.:	:	::	<u> </u>   :	::	:	::	
KECEIVING A YEARLY SALARY	\$1,300 \$ or under u \$1,400 \$	::	:	::	<u> </u>   :	::	:	::	   :	::	:	::	   :	::	:	::	
EARLY	\$1,200 \$ or under u	::		::	:	::	:	::	:	::	:	::	   :	::	:	::	
IG A Y	\$1,100 \$ or under	::	:	::	:	::	:	::	:	::	:	::		::	:	::	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
NCIPAL	\$900 or under \$950	::	:	::	:	::	:	::	;	::	:	::	:	::	:	::	
LEACHERS (NOT INCLUDING FRINCIPALS)	\$850 or under \$900	::	:	::	:	::	:	::	:	::		::	:	::	:	::	
CLUDI	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
NOT IN	\$750 or under \$800	::	:	::	:	::	:	::	:	::	:	::	:	: H	ı	: :	Í I
ERS (1	\$700 or under \$750	::	:	10	16	::	:	::	:	: 10	3	::	:	; H	н	::	i I
LEACH	\$650 or under \$700	::	:	. 1 4	14	::	:	: :	:	: "	н	::	:	::	:	:∞	6
SCHOOL	\$600 or under \$650	: "	H	т3	13	: 8	S.	· : "	I	:∞	∞	::	 	::	:	: 4	
IRY SC	\$550 or under \$600	. 4	4	. 62	29	16	91	::	:	. 0	9	• :	i : I	: 4	4	: 4	
ELEMENTARY	\$500 or under \$550	::	:	: 61	19		46	::	:		OI	33	33	 19	61	2 :	
	\$450 or under \$500	33	33	.:	19	::	:	::	:	15	15	: 99	99	19	19	15	
NUMBER OF	\$400 or under \$450	33	33	: н	I	::	:	17	17	. 0	30	33	33	17	11	.:	1
5	\$350 or under \$400		27	::	:	::	:		11	::	:	33	33	. 6	20	: 0	
	Under \$350		15	::	:	::	:	57	57	::	:	: :	:	13	13	: =	
	Сіту	133. Newcastle, Pa F	T	134. Passaic, N. J	T	135. Canton, O F	T	136. Jacksonville, Fla F	T	137. Galveston, Tex	T	138. Sioux City, Iowa	T	139. Auburn, N. Y	T	140. Racine, WisM	Į.

a Including 5 assistant principals at \$585 to \$630, average \$594.

b Including I general substitute at \$650.

TABLE IV-Continued

	Average Yearly Salary	\$546	546	428 389	390	433	433	423 386	387	453	453	764	764	477	477	479	479
Total	School Teach-		462	82 8	84		95	77	79	:%	9	: 6	66		OII	74	74
	\$1,600 or Over	::	:	::	:	::	:		:	::	:	::	:	: :	:	::	:
1	\$1,500 or under \$1,600	::	:	::	:	::	:	::	<u> </u>	::	:	::	:	::	:	::	:
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
SALA	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
EARLY	\$1,200 or under \$1,300	• • •	:	::	:	::	:	::	:	::	:	::	:	::	1	::	:
G A Y	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CEIVIN	\$1,000 or under \$1,100	::	:	: :	:	::	:	::	:	::	:	: 10	ı,	::	:	::	:
S) KE	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NCIPAL	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
G FRI	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	;∞	<b>«</b>	::	:	::	:
CLUDIA	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	. G	21	::	:	::	:
OI IN	\$750 or under \$800	::	:	::	:	::	:	::	:	::	:	: %	30	::	:	::	:
ERS (N	\$700 or under \$750	::	:	::	:	::	:	::	:	::	:	35.	35	::	:	::	:
EACH	\$650 or under \$700	::	<u> </u> :	::	:	::	:	::	:	::	:	::	:	::	:	::	:
HOOL	\$600 or under \$650	: 10	m	::	:	::	:	::	:	::	:	::	:	: 0	ដ	: H	I
RY SC	\$550 or under \$600	: 9	9	::	:	::	:	::	:	::	:	::	:		7	: 2	o i
MENTA	\$500 or under to \$550	: 80	88	::	:	: 1	17	. 4	4	31	31	::	:	3 :	30	12	12
FELE	\$450 or under t	::	:	1 O	21	33	33	14	15	: 0	٥	::	:	: &	30	: <del>4</del>	41
BER O	\$400 or under \$450	::	:	1 29	30	13	13	: 8	° i	: "	7	::	:	33.	33	: 6	6
N CM	\$350 or under \$400	::	:	1.5	15	: 91	91	1 2	22	: H	II	::	:	::	:	: =	н
	Under \$350	::	:	:81	81	 16	91	. 80	28	: 0	61	::	. :	::	:	::	:
	City	141. South Omaha, NebR	H	142. Joplin, MoF	H	143. Joliet, IllF	T	144. Chattanooga, Tenn F	H	145. Woonsocket, R. I F		146. Sacramento, Calif	T	147. La Crosse, Wis F	H	148. Oshkosh, Wis F	T

 $\mathfrak a$  Including 3 regular substitutes at \$630.

TABLE IV-Continued

		N D	MBER	of Ele	SMENT,	ARY Sc	HOOL	ГЕАСН	ERS (N	or Inc	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	G PRIN	CIPAL	) REC	EIVING	A Y	TARLY	SALAB	ry OF-		T.		
Сіту	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 tor or under u \$750 t	\$750 or under \$800	\$800 f or under u	\$850 to or number n	\$900   \$ or under u \$950   \$	\$950 \$1 or under un \$1,000 \$1	\$1,000 \$1 or under ur \$1,100 \$1	\$1,100 \$1 or under ur \$1,200 \$1	\$1,200 \$1 or under \$1,300 \$1	\$1,300 \$1 or under ur \$1,400 \$1	\$1,400 \$1,500 or under under \$1,500 \$1,600		\$1,600 Sch or Tex	School V Teach- S ers	Average Yearly Salary
149. Newport, Ky	No data		o btain able	able																			
150. Williamsport, Pa	::	::			::	13	: н	::	::	::	::	::	::	::	::	::	::	::	::	::	::	84	\$448
T	:	:	51	19	:	13	Н	:	:	:	:	:	:	<u> </u>   :	<u> </u>   :	:	:	:	   :	   :	:	84	448
rsr. Pueblo, ColoF	::		. 6	: 8	::	: 6	17	. 12	:9	: 10	: =	: "	::	: "	::	-::	::	::	::	::	::	7.2	
T	:	7	6	7	:	6	17	12	9	η.	H	0	:	8	:	:	:	:	<u> </u>   :	   :	<u> </u>   :	272	605
152. Council Bluffs, Iowa		al rep	Parti al rep ort on ly	ly																			
153. New Britain, Conn	::	: 9	. 56	32	: "	: H	∴ "	::	::	::	::	::	::	::	::	::	::	::	::	::	::		451
T	:	8	26	32	8	-	70	:	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	   :	<u> </u>   :	999	451
154. Everett, MassR	::	::	: 0	.:	. 23	57	;∞	::	::	::	::	::	::	::	::	::	::	::	::	::	::	3	575 526
H	:	:	6	26	23	8	∞	:	:	:	:	:	:	:	:	:	:	:	<u> </u>  :	<u> </u>  :	  -	611	528
155. Cedar Rapids, IowaM	23	: 6	II		: ^	 II	: 0	::	::	::	::	::	::	::	::	::	::	::	::	::	::	III	405 430
Ţ	23	6	12	48	7	II	7	:	:	:	   :	:	:	:	<u> </u>   :	:	:	:	   :	<u> </u>   :	°	6112	429
156. Lexington, Ky	Parti al		rep ort on ly	ly.																			
157. Bay City, Mich	 I 5	6	16	23	: 0	: <sup>M</sup>	::	::	::	::	::	::	::	::	::	::	::	·: :	::	::	::		418
T	15	6	91	23	01	H	:	:	:	:	:	:	:	<u> </u>   :	<u> </u> :	:	:	:	<u> </u>   :	<u> </u>  :	   :	7.4	418
,																							
a Including 1 supply at \$8. \$950, and 1 reading tea	\$808. I arithmetic teacher at teacher at \$950.	arithm at \$95	etic te	acher	at		b Not	includ uding	ing 12	model ant pr	b Not including 12 model teachers, salaries not reported. c Including 2 assistant principals at \$630.	rs, sala s at \$6	rries no	t repor	ted.								

a Including 1 supply at \$808. 1 arithmetic teacher at \$950, and 1 reading teacher at \$950.

TABLE IV-Continued

		Nu	NUMBER OF	JF ELF	ELEMENTARY	RY SC	100г	SCHOOL TEACHERS	RS (N	(NOT INCLUDING PRINCIPALS)	LUDIN	3 PRIN	CIPAL		RECEIVING	<	EARL	YEARLY SALARY	ARY OF-	]		Total	
Cirv	Under \$350	\$350 or under \$400	\$400 or under	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 to number n	\$650 f or under u \$700	\$700 or or under u	\$750 for under u	\$800 or or under u	\$850 or or under u	\$900 1 or under u \$950 \$	\$950 \$ or under \$1,000	\$1,000 \$ or under \$1,100	\$1,100 \$ or under \$1,200	\$1,200 \$ or under \$1,300	\$1,300 \$ or under \$1,400	\$1,400 or under \$1,500	\$1,500 or under \$1,600	\$1,600 or Over	Elem. School Teach- ers	Average Yearly Salary
158. Fort Worth, Tex	::	14	1 9	:81	: "	H OI	: 02	0 0	.: H	::	::	::	::	::	::	::	::	::	::	::	::	74	\$542
T	:	15	1	18	8	H	50	4		<u> </u>  :	:		   :	:	:	:	:	:	:	:	:	79	516
159. Easton, PaF	::	39	: ^	1 41	11	::	н 2	::	::.	::	::	::	::	::	::	::	::	::	::	::	::	833	525 435
T	:	39	7	15	81	:	9	:	:	:	:	:	:	:	:	:	:	:	:	:	:	85	439
160. Gloucester, MassF	19	13	. +4	:9	::	: 4	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::		388
T	101	13	4	9	:	4	:	:	:	:	:	:		:	:	:	:	:	:	:	:	98	388
161. West Hoboken, N. JM	: #	1.5	: 4	188	: 4	: ^	:н	: ^	: 9	::	: н	::	: н	::	::	::	::	::	: •	::	::		305
T	=	15	4	18	4	0		1	10	:		:	"	:	<del>  :</del> 	:	:	:	:	:	:	12	502
162. North Adams, MassM	::		. 4	65	: 4	:0	::	::	::	::	::	::	::	::	::	::	::	::	::	::	: '	86	
T	:	7	4	65	4	9	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	8	460
163. Jackson City, Mich M	::	::	: 4	52	17	::	нн	::	::	::	::	::	::	::	::	::	::	::	::	::	::	64	533 470
T	:	:	4	53	∞	:	01	:	:	:	:	:	<u> </u>   :	:	:	:	:	:	:	:	1	67	473
164. Kalamazoo, Mich F	: ^	2:	21:	23	нн	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	75	500
T	٥	2.1	21	23	a	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	49	410
165. Quincy, MassF	::	: :	.88	19		15	: 0	::	::	.::	::	::	::	::	::	::	::	::	::	::	::	109	482
T	:	:	28	61	45	15	N	:	:	:	:	:	:	:	:	:	:	:	:	:	:	Ø100	482
in the state of th		1			-	-	-	-		-		-	-	-	-	-				-	-	-	

a Including 2 assistant principals at \$600.

414

TABLE IV-Continued

	Average Yearly Salary	\$594	483	٠	500 485	486	463	463	532	532	393	393	416	416	490	490	
Total	School Teach- ers	71	a75		689	70	85	8.5	.:	64	. 82	82	: 84	48	83:	83	
	\$1,600 or Over	::	:		: :	:	: :	:	::	:	::	:	::	;	::	:	
į	\$1,500 or under \$1,600	::	:		::	·	: :	:	::	:	::	:	::	:	::	:	
ARY OF	\$1,400 or under \$1,500	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
SAL		• :	:		::	:	::	:	::	:	::	:	::	:	::	:	
EARL	\$1,200 \$1,300 or or under under \$1,300 \$1,400	::	:		::	·	::	:	::	:	::	:	: .	:	::	:	
G A Y	\$1,100 or under \$1,200	::	:		::	:	::	:	::	:	::	:	::	:	::	:	•
CEIVIN	\$1,000 or under \$1,100	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
s) Re	\$950 or or under \$1,000	::	:		::	:	::	:	::	:	::	:	::	:	::	:	
CIPAL	\$900 or under	::	:		::	:	: =	н	: :	:	. :	:	::	:	::	:	
с Ряп	\$850 or under \$900	::	:		::	:	::	:	::	:	: .	:	::	:	::	:	
TUDIN	\$800 or under	.:		_	::	:	::	:	::	:	::		::	:	::	:	
or Inc	\$750 or under \$800	::	:		::	:	::	:	: "	H	::	:	::	:	::	:	
ERS (N	\$700 or under \$750	H :	H		::	:	::	:	: ~	8	::	. :	-::	:	: 0	10	
ЕАСН	\$650 or under	::	:		::	:	::	:	: 0	6	::	:	-::	:	::	:	
1001	\$600 or under \$650	H :	H		: -	7	: ⊢.	F	:∞	oc	::	:	::	:	: "	10	
ry Scr	\$550 or or under u	3 H	4		: 4	4	::	:	: "	3	::	:	::	:	:80	28	
ENTA	\$500 or under u	19	16		182	20	: 2	91	. I	15	: 10	3	::	:	: 4	4	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$450 for number n	32	33		39	39	73	73	: 0	6	.:	12	15	1.5	34	34	
ER OF	\$400 or or under u \$450	. 12	12	rep ort on ly	::	:	::	:	:∞	8	21	21	33.	33	; 0	.0	
NUMI	\$350 or under u	: 10	5	l rep o	::	:	::	:	:∞	8	:81	18	::	:	: 4	4	
	Under u	::	:	Parti al	::	:	::	:	::	:	26	56	::	:	::	:	
-	5.5	M.	H	:	Ä	Η	¥.	E	 F	Ή	M.	Ή	M.	E	MH	Ή	
	Стт	166. Hamilton, Ohio		167. Orange, N. J	168. Kingston, N. Y		169. Newburg, N. Y		170. Aurora, Ill		171. Lima, O		172. Nashua, N.H		173. Meriden, Conn		

a Including 3 German teachers at \$475 to \$618, average \$538.

TABLE IV-Continued

CTY    Light   State			N	MBER	OF ELI	NUMBER OF ELEMENTARY SCHOOL	KRY SC.	ноог 1	EACHE	ERS (N	Teachers (not Including Principals) Receiving a Yearly Salary of-	TUDIN	G PRIN	CIPAL	s) Re	CEIVIN	G A Y	EARLY	SALAR	Y OF		Tot		
26 H 1 12 H 2		Under \$350				\$500 or under \$550	\$550 or under \$600						\$850 sor	or or nder 1950	\$950 \$ or inder 1,000 \$	or or inder	r,100 \$ or nder u	1,200 \$ or nder u	300 \$1 or or or der ur	400 \$1. or or 500 \$1.	500 \$1,6	Soo Scho Teac		erage early alary
No d ata b brain able  No d ata b brain able	174. Jamestown, N. Y						:10	: "	::	::	::	::	::	::	::	::	::	::	::	::		-::	: %,	\$440
26 II 5 45	,						52	-	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	<u> </u>   :	<u> </u>   :	<u> </u>   :	28	440
1	175. Wichita, Kans M							::	· ; :	::	::	• :	::	::	::	::	::	: .	::	::		::	.87	419
1   1   1   1   1   1   1   1   1   1	I						:	<del>                                     </del>	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	   ·	:	<u> </u>   :	87	419
1   1   1   1   1   1   1   1   1   1	Valtham, Mass $\mathbb{F}$						: 9	. 02	::	: "	::	::	::	::	::	::	::	::	::	::		::	63	594
1   1   2   3   3   8   2   2   1   1   1   1   1   1   1   1	T						9	50	:	3	:	:	:	:	:	<u>                                     </u>	:	:	   :	<u> </u>   :	<u> </u>  :	   :	63	594
T	oughkeepsie, N. Y F					1	: 0	; 0	::	: н	::	::	::	::	::	::	::	::	::	<del></del>		::		474
T   T   T   T   T   T   T   T   T   T	T						8	8	:	Ħ	:	:	:	:	:	:	:	<del> </del>   :	   :	   :	   :	:	57	474
T 2 47 12	[uncie, Ind]				_		::	::	::	::	::	::	::	::	::	::	::	::	::	-::		::	50 2	495 495
F   7   5   29   16   2	Ţ					12	:	:	:	:	:	:	:	:	:	:	:	   :	   :	:	<u> </u>   :	<u> </u>	19	495
T 7 5 29 16 2	ewiston, Mc						::	::	::	::	::	::	::	::	::	::-	::	::	::	::	-::	::		419
No data o btain able  Mo data o btain able  36 36 36 36 36 36 36 36 36	T						:	:	:	:	:	:	:	:	:	:	<u>                                      </u>	:	:	:	:		59	419
T 35	ft. Vernon, N. Y.	No G		btain	able																			
36							::	::	::	::	::	::	::	::	::	::	::	::	::	-::	::	::	36	472
	T					:	:	:	:	:	:	:	:	:	:	:	:	:	:	   :	:	:	36	472
																						•		

 $\boldsymbol{a}$  Including kindergarten teachers, number not reported.

TABLE IV-Continued

	Average Yearly Salary	\$525	525	471	471	400	409	730	730	458	458	663	999	497	497	373	373
Total	School Teachers	7.5	7.5	7.5	75	: 4	4	93	93	63	63	73	75	7.	92	85	85
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
0F-	\$1,500 or under \$1,600	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	::	:
	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
YEARLY SALARY	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
G A 3	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
RECEIVING A	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
s) RE	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	-:
(NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ig Pri	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CLUDIN	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	: н	H	::	:	::	:
IOT IN	\$750 or under \$800	::	:	::	:	::	:	5. 5.	55	::	:	. ^	7	::	:	::	:
	\$700 or under \$750	::	:	::	:	::	:	: 41	1,7	::	1	н 6	ដ	::	:	::	:
SCHOOL TEACHERS	\$650 or under \$700	::	:	::	:	::	:	:∞	∞	::	:	. 6z	29	::	:	::	:
HOOL	\$600 or under \$650	::	:	::	:	::	.:	: 4	17	: н	H	1 24	25	: 0	8	: H	н
RY Sc	\$550 or under \$600	::	:	; 9	8	::	:	: н	H	:∞	-	: "	3	. i	oî.	::	:
ELEMENTARY	\$500 or nunder t	.: 75	7.5	; н	-	::	:	:н	н	:9	9	::	:	17	17	: "	8
F ELE	\$450 or under \$500	::	i		49	: 20	32	::	:	33	33	::	:	13	13	::	:
NUMBER OF	\$400 or under \$450	::	:	::	:	38:	38	::	:	15	15	::	:	1.5	1.5	. 2	12
NUM	\$350 or under \$400	::	:	· · ·	25	: H	H	::	:	::	:	::	:	:∞	00	51:	51
	Under \$350	::	:	::	:	::	:	::	:	::	:	::	:	: "	7	18	81
	Сіту	182. Zanesville, OR		183. Bloomington, Ill F	F	184. Newport News, VaM	F	185. Colorado Springs, ColoM	H	186. Sheboygan, Wis F	T	187. East Orange, N. J	H	188. Elgin, Ill M	T	189. Watertown, N. YM	T

TABLE IV-Continued

	Average Yearly Salary	\$315 354	335	504	504		474	474	570	437	429	429	392	392	543	543	
Total	School Teach- ers	63	65	. 44	44		. 6	92	55	a56	96	96	51	Sī	52	52	
	\$1,600 or Over	. : :	:	::	:		::	:	::	:	: :	:	::	:	::	:	
į	\$1,500 or under \$1,600	::	:	::	:		::	:	::	<i>.</i> :	::	:	::	:	::	:	
ARY OI	\$1,400 or under \$1,500	::	:	::	:		::		::	:	::	:	::	:	::	:	
Y SAL	\$1,300 or under \$1,400	::	:	::	:		::	:	: :	:	::	:	::	:	::	•	
EARL	\$1,200 or under \$1,300	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
G A J	\$1,100 or under \$1,200	::	:		:		::	:	::	:	::	:	::	:	::	:	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
s) RE	\$950 or under \$1,000	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
CIPAL	\$900 or under \$950	::	:	::	:		::	:	::	:	::	:	::	:	• : :	:	
G PRI	\$850 or under \$900	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
LUDIN	\$800 or or under \$850	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$750 or under \$800	: ,:	:	::	:		::	:	::	:	::	:	::	:	::	:	
RS (N	\$700 or or under u	::	:	::	:		::	:	·::	:	::	:	::	:	::	:	
ЕАСНЕ	\$650 for number u	::	:	::	:		::	:	::	:	::	:	::	:	: "		
100	\$600 \$ or under u \$650	::	:	::	:		::	:	::	:	::	:	::	:	: 0	8	
у Ѕсн	\$550 \$ or under u	::	:	13	13		: 1	ä	н 4	1 20	::	:	::	:	32 :	32	
ENTAR	\$500 \$ or under un \$550	: <b>H</b>	"	21.	21		: 4	6	: 4	4	::	:	::	:	1.5	15	
NUMBER OF ELEMENTARY SCHOOL	\$450 \$1 or under un \$500 \$1	: H	"	::	:	able		17	: 0	의 기 유	: 42	54	: 0	l g	::	<u> </u>   :	
ER OF	\$400 \$ or under ur \$450 \$	12	12	: 6	0	ain at	. 2	12		17	. 8	23	27:	27	::	   :	
NUMB	\$350 \$ or under ur \$400 \$	32:	32	::	:	a o btain	: ^	1	: 0	08	: 21	121	:∞	∞	::	<u> </u>   :	
1	Under Siso ur	171	1 or	: н		No data	: 10	1,70	::	:	: 1	1	: 9	9	::	<u> </u>   :	
	1 5%	ÄH	H	ÄH	H	<u>z</u> :	ÄĦ	[H	ÄH	[	ÄH	H	Ä.H	[	Ä.	[-	
	CITY	roo. Springfield, Mo		roı. Austin, Texas		192. Macon, Ga	193. Burlington, Iowa		194. Clinton, Iowa		195. Pittsfield, Mass		196. Roanoke, Va		197. Amsterdam, N. Y		

a Not including 23 normal-class teachers at \$170 to \$332, average \$246.

TABLE IV-Continued

	Average Yearly Salary	\$608 495	499	442	442	435	360	700	531	466	466	413	413	518	576	840 768	694
Total	School Teach- ers	62	64	525	52	34	37	1 54	55	59	59		79	60 2	62	85	98
	\$1,600 or Over	::	:	: :	:	::	:	::	:	::	:	::	:	::	: 	: :	:
į	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
ARY O	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
Y SAL	\$1,300 or under \$1,400	,::	:	::	:	::	:	::	:	::	:	: :	:	::	:	:1:	:
VEARL	\$1,200 or under \$1,300	::	:	::	:	::	:	1.7	:	::	:	: :	:	::	:	::	:
RECEIVING A YEARLY SALARY OF	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
SCEIVI	\$1,000 or under \$1,100	::	:	::	:	: :	:	::	:	::	:	: :	:	: :	:	::	:
	\$950 or under \$1,000	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
MG PRI	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	:::	:	::	:	::	:
CLUDII	\$800 or under \$850	::	:	::	:	::	1	: H	Ħ	::	:	: ;	:	::	:	<b>H</b> :	H
NOT IN	\$750 or under \$800	::	1	::	:	::	:	::	:	::	:	::	:	::	:	73	73
ERS (1	\$700 or under \$750	: н	H	::	:	::	:	н о	8	::	:	::	:	::	:	12	12
ГЕАСН	\$650 or under \$700	::	:	::	:	::	:	::	:	::	:	::	:	. 10	2	::	:
HOOL ,	\$600 or under \$650	нн	8	::	Ī	::	:	: 4	4	::	:	::	:	: 0	6	::	:
RY Sc	\$550 or under \$600	н ∞	6	: 01	n	I :	H	. 8	22	: =	I	::	:	38 1	39	::	:
OF ELEMENTARY SCHOOL	\$500 or under \$550		14	· 10	20	: :	:	:∞	∞	27	27	: 4	4	::		::	:
F ELE	\$450 or under \$500	. 20	29	27	27	::	:	. OI	o.	13	13	34	34	+∞	6	::	:
NUMBER O	\$400 or under \$450		7	13	15	21	21	:9	9	:∞	8	.9	9	::	:	::	:
NUN	\$350 or under \$400	: 01	8	: "	3	α:	61	::	:	: 10	70		61	::	:	::	:
	Under \$350	::	:	::	:	13	13	: "	H	: 10	5	16	91	::	:	: :	:
	Сіту	198. Anderson, IndR	T	199. Norristown, PaF	E	200. Columbia, S. C	H	201. Newport, R. I	E	202. Decatur, Ill	H	203. Bangor, Me	T	204. Waco, TexF	H	205. San Jose, Calif	H

TABLE IV-Continued

	\$1,600 School Yearly or Teach- Salary Over ers	53 \$383		53 383	53	55 53	53 55 57 57 59	25   55   53   50   50   50   50   50   5	53 55 55 55 55 55 55 55 55 55 55 55 55 5	55 55 55 55 55 55 55 55 55 55 55 55 55	53 53 55 55 55 55 55 55 55 55 55 55 55 5	\$5 : \$5   \$5   \$5   \$5   \$5   \$5   \$5	55 55 55 55 55 55 55 55 55 55 55 55 55	53 55 55 55 55 55 55 55 55 55 55 55 55 5	53 55 55 55 55 55 55 55 55 55 55 55 55 5	53 55 55 55 55 55 55 55 55 55 55 55 55 5	\$3
-	\$1,500 or under \$1,600	::	<u> </u>   :	-	::	: ::::	: :: ::			: : : : : : : : : : : : :	: :   : :   : : : : : :	: :   : :   : :   : :   :	: :: : : : : : : : : : : : : : : : : : :	: :: : : : : : : : : : : : : :			: :: : : : : : : : : : : : : : : : : : :
	\$1,400 \$ or under \$1,500 \$	::	:		::	::::	:: :::	:: :: ::	:: : ::::	:::::::::::::::::::::::::::::::::::::::	:::::::::::::::::::::::::::::::::::::::	:::::::::::::::::::::::::::::::::::::::	:: : :: : :: :				
	\$1,300 or under \$1,400	::		:	:	: :	: : : :	: : : :	: : : : : : : : : : : : : : : : : : : :				: : : : : : : : : : :				
,	\$1,200 or under \$1,300	::	:	::		1:											
	\$1,100 or under \$1,200	::	:	::		:										· ·	
	\$1,000 or under \$1,100	::	:	: :		:											
	\$950 or under \$1,000	: : 	:	::		:		}									
	or or under \$950	::	·   :	· · ·													
-	er under	::		::		_	::	· .	· .		· .		·.	<u>  </u>	· .	·.	·.
4	er under	::	:   .	::			: O										
	er under	-::		- : :			55 .										
	er under	::		::	·   :		: ::										
	r or der under 50 \$700	-::	:	::	:	-	: "										
-	\$550 \$600 or or under under \$600 \$650	::	:	: 0	N	-	::		:: :::	:: : :: :						:: : :: : :: :	:: :::::::::::::::::::::::::::::::::::
-		::	   :	: 4	4		::	:: :	:: : ::6	:: : : : : : 6   6	.:  : : : : : : : : : : : : : : : : : :		.: :: 2  2 :: 3  3	2 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	.:	· · · · · · · · · · · · · · · · · · ·	
-	\$450 \$500 or or under under \$500 \$550	::	:	: m	8		::	:: :	:: :::	23 23 : : : :	23 23	:: :: :: :: :: :: :: :: :: :: :: :: ::	:: ::::::::::::::::::::::::::::::::::::			.:   : : : : : : : : : : : : : : : : : :	.:  .: .: .: .: .: .: .: .: .: .: .: .: .:
-	\$400 \$4 or or under unc	:91	91	39	39		::		:: ::∞	:::::::::::::::::::::::::::::::::::::::	:: :::	:: : :: :: :: :: :: : : : : : : : : : :	.:: 8 8 2 2 12 14 14 ain able				
-	\$350 por or or or or or or or or or or or or o	37	37	: ^	7		::	:: :	:: :::	13 : : : : : : : : : : : : : : : : : : :		13 13 13 13 15					
-	Under 5350 ui	::	:	::	:		::	:: :	:: :: : 7	:: : : 0 0	:: : : : : : : : : : : : : : : : : : : :	:: ::		2 2 2 7 7 7 7 7 No d ata	2 2 2 7 7 7 7 7 7 No d ata No d ata No d ata	No d at at at at at a table 14.	No No No d at at a ta
(	City	206. Oswego, N. Y F	T	207. Warwick, R. I F	T		208. Brookline, MassR	•	•			208. Brookline, Mass F F T C Soo. Niagara Falls, N. Y M F T T T T T T T T T T T T T T T T T T	208. Brookline, MassM  P  T  209. Niagara Falls, N. YM  F  T  T  T  T  T  T  T  T  T  T  T  T	M. T. M. T. M. T. T. T. T. T. T. T. T. T. T. T. T. T.	Xi t Xi t Xi t : : :	AH H AH H AH H : : : XH	A

a Including 3 assistant principals at \$675.

TABLE IV-Continued

	Average Yearly Salary	\$716	914	447	447	392	392	416 405	407	448	448	418	418		440	440	
Total	School Teach- ers	. 45	45	52	52	.:	19	50	58	51	51	: 89	89		. 28	58	_
	\$1,600 or Over	; :	:	::	:	::	:	: :	:	::	:	::	:		: :   	:	
į	\$1,500 or under \$1,600	::	:	::	:	; :	:	: :	:	::	:	::	:		::	:	_
ARY OF	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	••••	::	:	_
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	: :	:	::	:		: :	:	-
EARL	\$1,200 \$1,300 or under under \$1,300 \$1,400	::	:	::	:	::	:	::	:	::	:	::	:		::	:	_
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:		: :	:	_
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:		::	:	_
s) RE	\$950 or under \$1,000	. н	н	::	:	::	:	::	:	::	:	::	:		::	:	_
NCIPAL	\$900 or under	::	:	::	:	::	:	::	:	::	:	::	:		::	:	_
G PRI	\$850 or under	::	:	::	:	::	:	::	:	::	:	: 0	:		::	:	_
CLUDIN	\$800 or under \$850	: 4	4	::	:	::	٠	::	:	::	:	::	:		::	:	-
or In	\$750 or under \$800	13	13	::	:	::	:	::	:	::	:	::	:		::	:	-
ERS (N	\$700 or under \$750	: H	II	::	:	::	:	: :	:	::	:	::	:		::	:	_
FEACH	\$650 or under \$700		15	::	:	::	:	::	:	::	:	::	:		::	:	-
HOOL	\$600 or under \$650	: H	۳.	::	:	:. :	:	::	:	::	:	; :	:		::	:	-
RY Sc	\$550 or under \$600	::	:	::	:	::	:	::	:	: н	н	::	:		::	:	
MENTA	\$500 or under	::	:		17	: #	I	::	:	: "	8	:9	9		: H	H	_
F ELE	\$450 or under \$500	-::	:	: 1	II	: 0	8	α:	8	.:	12	. 12	12	able	17	17	_
BER O	\$400 or under \$450	::	:	:∞	8	13	13	50	26	33	33	. 02	જ	o btain able	: 4	4	_
Now	\$350 or under \$400	::	:	.14	14		15	::	:	: "	"	::	:		::	:	_
,	Under \$350	- : :	:	: "	8	12	12	::	:	::	:	::	:	No d ata	::	:	-
	Стту	215. Evanston, IllR	T	216. Leavenworth, KansM	H	217. Port Huron, Mich	H	218. Paducah, Ky M	H	219. Madison, Wis F	H	220. Chicopee, MassK	H	221. Findlay, O	222. New Albany, Ind	F	

TABLE IV-Continued

	Average Yearly Salary	\$460	460	476	476	583	583	417	417	500	447	485	485	459	459	575 457	459
Total	Elem. School Teach- ers	.:	48	36	36	75	a75	56	36	50	51	58	58	59	59	58	59
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
J	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	:: ;	:
ARY OF	\$1,400 or under \$1,500	::	:	::	:	: :	:	::	:	::	:	::	:	::	:	::	:
SAL	\$1,300 or under \$1,400	::	:	::	:	: '	:	::	:	::	:	::	:	::	:	::	:
EARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
G A Y	\$1,100 or or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
CEIVIN	\$r,000 or under \$r,100	::	:	::	:	:.	:	::	:	::	:	::	:	::	:	::	:
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 or or under \$1,000	::	   : 	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NCIPAL	\$900 or under	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
G PRI	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	   :
CLUDIA	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
nl Tot	\$750 or under \$800	::	   : 	::	:	::	1	::	:	::	:	::	:	::	:	::	:
ERS (1	\$700 or under \$750	::	   : 	::	:	::	:	::	:	::	:	::	:	: 0	N	::	:
Івлсн	\$650 or under \$700	::	:	::	:	::	:	::	:	::	:	: "	8	::	:	::	:
HOOL	\$600 or under \$650	::	   : 	::	:	:8	8	::	:	::	:	: "	9	::	:	::	:
RY Sc	\$550 or under \$600	: 4	4	. 2	12	: ^	7	: 0	10	::	:	: н	۳	::	:	<b>#</b> :	H
MENTA	\$500 or or under \$550	: 4	1 4	: "	1	: 9	9	: 0	6	13	14	: 61	l û	: 0	8	15	15
F ELE	\$450 or under \$500	21	12	:∞	00	: "	10	: 2	12	. 25 .	25	: 0	8	50:	50	2 .	23
BER O	\$400 or under \$450	.:	l E	: 4	4	::	:	13	13	: 4	4	13	13	: 10	70	. 0	8
NUM	\$350 or under \$400	::	<del>  :</del>	: 4	4	::	:	13	13	: 4	4	::	:	::	:	::	:
	Under \$350	::	:	: H	٦	::	:	. ,	7	. 4	4	::	:	::	:	::	:
	Спу	223. New Brunswick, N. JM	F	224. Concord, N. H	H	225. Medford, MassF	<u> </u>	226. Muskegon, MichF	T-	227. Battle Creek, Mich F	T	228. Winona, Minn M	<u></u>	229. Perth Amboy, N. JM	F	230. Green Bay, Wis	

 $\boldsymbol{a}$  Including kindergarten teachers, number not reported.

422

TABLE IV-Continued

	Average Yearly Salary		\$430	430	525	525	422	422	452	452	424	424	468	468	450	450	
Total	School Teachers	4	55	55	77	77	45	45	.:	89	48	48	.:	62	: 04	40	
	\$1,600 or Over		::	:	::	:	::	:	::	:	: :   		::	:	::	:	
Į	\$1,500 or under \$1,600		::	:-	::	:	: :	:	::	:	:: ]	:	::	:	::	:	
ARY OF	\$1,400 or under \$1,500		::	:	::	:	::	:	::	:	:: [	:	::	:	::	:	
y SAL	\$1,300 or under \$1,400		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
RECEIVING A YEARLY SALARY OF-	\$1,200 or under \$1,300		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
d A J	\$1,100 or under \$1,200		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
CEIVID	\$1,000 or under \$1,100		::	:	::	:	::	·	::	:	::	÷	::	:	::	:	
S) RE	\$950 or under \$1,000		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
NCIPAL	\$900 or under \$950		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
ig Pri	\$850 or under \$900		::	:	::	:	::	:	::	:	::	:	::	:	::	:	
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or In	\$750 or under \$800		::	   	::	:	::	:	::	:	::	:	::	:	::	:	
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ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	\$500 or under \$550			15	63	63	-::	:	:9	9	: "	8	: 6I	l g	::	:	
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	CITY	231. Charlotte, N. C	232. Sandusky, O	H	233. Marion, IndF	H	234. Burlington, Vt	H	235. Northampton, MassR	H	236. Gloversville, N. Y F	Ŧ	237. Galesburg, IllF	H	238. Central Falls, R. I F	H	239. Pensacola, Fla

TABLE IV-Continued

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TABLE IV-Continued

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No d ata o btain able  21								-	::	.:	\$481
No d ata o btain able  21	:: : : : :						:	<u>                                    </u>	:	ق	481
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257. Great Falls, Mont	36	::	::	::	::	::	: .	::	::		749
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ABLE IV—Continue

		Nu	MBER	OF EL	EMENT,	ARY SC	HOOL	Телсн	ERS (P	NOT IN	CLUDIN	G PRI	NCIPAL	s) RE	CEIVIN	G A Y	EARLY	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	RY OF				
Сіту	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under \$700	\$700 or under \$750	\$750 or under \$800	\$800 or under \$850	\$850 or under \$900	\$900 or under \$950	\$950 or or under \$1,000	fr,000 g or under fr,100	\$1,100 pr or under \$1,200	\$1,200 or under \$1,300	\$1,300 \$ or under \$1,400 \$	\$1,400 or under \$1,500	\$1,500 \$ or under \$1,600	fr.600 S or Over	Elem. School Teach- ers	Average Yearly Salary
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259. Alameda, Calif	: :	::	::	::	::	::	::	::	30:	: o	30:	::	::	::	::	::	::	::	::	::	::	3:	785
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z61. Columbus, Ga	::	::	::	::	34:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	34	515
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a Not separately reported.

TABLE IV-Continued

Average Yearly	Salary	\$404	404	491	491	351	351	470	470	512	512	316	316	550 491	492	425	425
Elem. School	Teach- ers	56	36	: 4	44	47	47	56	36	31	31	22	22	1 80	81	53	453
£1.600	Over Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
\$1,500		::	:	::	:	:	:	::	:	::	:	::	:	::	:	::	:
\$1,400	or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
NUMBER OF ELEMENTARY SCHOOL IEACHERS (NOT INCLUDING FRINCIPALS) RECEIVING A MEANLY SALARY OF	or under \$1,400	::	:	::	:	::	•	::	:	::	:	; :	:	::	:	::	:
\$1,200		::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	
\$1,100		::	:	::	:	::	:	::	:	::	:	::	:	::	:	: :	:
\$1,000		::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
\$950		::	:	::	:	::	:	::	:	::	:	::	:	::	:	::	:
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	CITY Un	266. Lansing, MichR	H	267. Braddock, Pa M	E	268. Danville, Va M	<u>F</u>	269. Logansport, IndR	1	270. Shreveport, La F	H	271. Key West, Fla F	H	272. Stamford, Conn	H	273. Lockport, N. Y	H

a Not including 11 probationary teachers at \$150 per year and \$0.75 per day additional when in charge of room and classes

	Average Yearly Salary	\$424	418		567	567	800 536	542		700 674	675	735	735	495 475	476	360 410	408
Total	Elem. School Teach- ers	984	84		. 21	51	45	46		68	70	65	65	148	49	33	34
	\$1,600 or Over	::	:		::	:	::	:		::	:	::	:	::	:	: :	:
1	\$1,500 or under \$1,600	::	:		::	:	::	:		::	:	::	:	::	:	: :	:
ARY OF	\$1,400 or under \$1,500	::	:		::	:	::	:		::	:	::	:	::	:	::	:
Y SAL	\$1,300 or under \$1,400	::	:		::	:	::	:		::	:	::	:	::	:	::	:
EARL	\$1,200 or under \$1,300	::	:		::	:	::	:		::	:	::	:	::	:	::	:
RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:		::	:	::	:		::	:	::	:	::	1	::	:
ECEIVE	\$1,000 or under \$1,100	::	:		: :	:	::	:		::	:	::	:	::	:	::	:
LS) R1	\$950 or under \$1,000	::	:		::	1	::	:		::	:	::	:	::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS)	\$900 or wnder \$950	::	:		::	:	::	:		: 4	4	::	:	::	:	::	:
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	Under \$350		17	No data	::	:	::	:	Parti al	::	:	::	:	::	:	: "	т
	CITY	274. Ogden, UtahR	T	275. Biddeford, Me	276. Plainfield, N. JM	H	277. Union, N. J	I	278. Danbury, Conn	279. New Rochelle, N. Y F	T	280. Berkeley, Calif	T	281. Elkhart, Ind	T	282. Atchison, Kans	H

TABLE IV-Continued

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a Including 2 assistant principals at \$540 and \$600, average \$570.

ABLE IV—Continue

		N	MBER	OF ELI	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	RY SC	ноог 1	ЕАСНЕ	RS (N	or Inc	LUDING	. Prin	CIPALS	3) RE	CEIVIN	G A Y	EARLY	RECEIVING A YEARLY SALARY OF-	RY OF	١,		Lotal	
City	Under \$350	\$350 or under \$400	\$400 or under	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 to or or or or or or or or or or or or or	\$650 \$ or under u \$700 \$	\$700 \$ or under u \$750 \$	\$750 \$ or under \$800 \$	\$800 \$ or under un	\$850 or or under u	\$900 or or under u	\$950 \$ or under u	\$1,000 \$ or under \$1,000	\$r,roo or under u	\$1,200 \$1,300 or or under under \$1,300 \$1,400	51,300 1 or under t	\$1,400 \$1,500 or or under under \$1,500 \$1,600		\$1,600 or Over	Elem. School Teach- ers	Average Vearly Salary
291. Bradford, PaR	:: 	. 4	17	23.	: 8	::	::	::	-::	-::	::	-::	::	::	::	::	::	::	::	::	::	46	\$434
T	:	4	LI ‡	23	7	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	46	434
292. Jacksonville, Ill	::	::	::		::	. 8	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	47	495
T	:	:	:	45	:	8	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	47	495
293. Sedalia, Mo F	.81	s		: 9	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	:84	361
T	81	g 19	5	9	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	48	361
294. Montclair, N. J	::	::	::	::	::	: 4		:81	: 9	: 4	::	::	; н	::	::	::	::	::	::	::	::	30:	654
T	:	:	:	:	:	4	17	81	9	4	   :	:		:	:	:	:	:	:	:	:	50	654
295. Rome, N. YF	; H	: 4	. 62	: 10	: #	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	33	419
T	-	4	22	ν.	Н	:	:	:	:	:	:	:	;	:	:	:	:	:	:	:	:	33	419
296. Alton, Ill F	i i	::	: #	: 01		:0	: 0	::	::	::	::	::	::	::	::	::	::	::	::	::	::	39	481
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297. Middletown, N. YM	::	::	. 12	::	:∞	: H	: H	: H	; ;	::	::	::	::	::	::	::	::	::	::	::	::		454
T	:	:	21	II	8	н	Н	H	:	:	:	:	:	:	:	:	:	:	:	:	:	43	454
298. Vicksburg, Miss	No data		o btain able	able																			
299. Meridian, Miss		i al reț	Parti al rep ort on ly	l <sub>y</sub>								<del></del>		-,									
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TABLE IV-Continued

\$350 or \$400 7 7	\$400 or under \$450	\$450 or	\$500 or under	\$550			-	I–	-	-	1-	1-				£1.400		L	Elem.	Average
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H T M		52	:	:	   :	<u> </u>   :	   :	:		<u> </u>   :		<u>'</u>   :	:	:	:	<u> </u>	<u> </u>	:	47	432
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	:	25	:	:	:	   :	   :	   :	:	   :	:	·   :	·   :	:	:	:	:	:	25	454
3	: 0	. 6	::	::	::	::	::	::	::!	::	::	::	::	::	::	::	::	::	30:	378
T 3 15	6	8	:	:	:	:	:	:	:	 			:   :	:	:	:	:	:	30	378
303. Kankakee, Ill		: 4	::	::	::	::	::	::	-::	::	::	- : :	::	::	::	::	::	::	34	389
T 23	7	4	:	:	:	:	   :	:	   :	<u> </u>   :	   :		:   :	:	:	:	:	:	34	389
304. Plymouth, Pa F II	15	: н	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::'	35	378
T 8 II	15	H	:	:	:	:	<u> </u>   :	:	   :	   :	:	<u> </u>	:	:	:	:	:	:	35	378
305. Cranston, R. L F	9	13	: 1	: 0	::	::	::	::	-::	::	::	-::	::	::	::	::	::	::	: 04	445
T I	9	13	7	71	:	   :	   :	<u> </u>	:	   :	:		:	:	:	:	:	:	40	445
306. Streator, Ill F	: 8	.: 10	19	::	: H	: =	::	::	<del>- : :</del>	::	<del>-::</del>	::	::	::		::	::	::		506
T	3	91	19	:	н	I	:	:	:	   :	:	:	:   :	:	:	:	:	:	41	306
307. Marietta, Ohio F	: 11	:0	56:	::	: 4	::	::	::	::	::	::	::	::	::	::	::	::	::	51	466
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TABLE IV-Continued

368 Muscatine, Ia.—  M. Saper Rape Rape Rape Rape Rape Rape Rape Rape			Ñ	NUMBER OF	OF EL	ELEMENTARY SCHOOL	ARY SC	HOOL ]	ГЕАСНЕ	TRS (N	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	LUDING	, PRIN	CIPALS	RECI	EIVING	A YEA	ARLY S	ALARY	OF-		Total	
H. T. T. T. T. T. T. T. T. T. T. T. T. T.	Сіту	Under \$350		\$400 or under	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600					800 \$ or nder ur	850 \$ or ander m	or cor	der un ooo	oco \$1; der on 100 \$1,2	too \$1,2 ler und	00 \$1;	900 \$1,4	00 \$1,50 or or 00 \$1,60	o \$1,600	Elem. School Teach- ers	Average Yearly Salary
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M.       F.       T. <td< td=""><td>L</td><td></td><td></td><td></td><td></td><td></td><td></td><td>:</td><td>:</td><td>:</td><td>:</td><td>:</td><td>:</td><td>:</td><td><u> </u></td><td>  :</td><td></td><td>:</td><td>    :</td><td></td><td>:</td><td>25</td><td>453</td></td<>	L							:	:	:	:	:	:	:	<u> </u>	:		:	   :		:	25	453
H. T. T. T. T. T. T. T. T. T. T. T. T. T.	:						::	23.	: 0	::	::	::	::	::	::	::		::	::		:: <del></del>	25.	648
M	L						:	23	8	:	:	:	:	:		   :		<u> </u>   :	:		:	25	648
H. 4 3 10 24 I 6			i					:0	::	::	::	::	::	::	::	::		::	::		::	.84	464
T	C.						H	9	:	:	:	:	:	:	:	   :		:	:	· 	: 	48	464
T								::	::	::	::	::	::	::	::	::		::	::	e	;:	. 54	
T	L					l		:	:	:	:	-	:	:	:	   :		<u> </u>   :	   :		:	54	486
T	:	j						::	::	::	::	::	::	::	::	::		::	::		::	36	456
F							:	:	:	:	:	:	:	:	   :	:		<u> </u>   :	:		:	36	456
T	:						::	::	::	::	::	::	::	::	::	::		::			::	. : S	389
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$	[						:	:	:	:	:	:	:	:	;	:	<u> </u>	<u> </u>   :			:	SI	389
T 22 17 3	:						::	::	::	::	::	; ; ;	::	; :	::	::		::	::		::	: 4	386
T 27 I I	T						:	:	:	.:	:	:	:	:	:	:		:			:	45	386
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TABLE IV-Continued

	Average Yearly Salary	\$463	463	400	400	463	463	•		580	580	441	441	498	498	523	523
Total	Elem. School Teach- ers	. 44	4	29	29	43	43			47	47	38	38	: 40	46	57	57
	\$1,600 or Over	: :	:	: :	:	: :	:	- "		::	:	::	:	::	:	::	:
į	\$1,500 or under \$1,600	::	:	::	:	::	:			::	:	::	:	::	:	: :	:
ARY OF	\$1,400 or under \$1,500	::	:	::	:	: :	:			::	:	::	:	::	:	::	:
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:			::	:	::	:	::	:	::	:
EARL	\$1,200 or under \$1,300	::	:	::	:	::	:			::	:	::	:	::	:	: :	:
GA Y	\$1,100 or under \$1,200	::	:	::	:	::	:			::	;	::	:	::	:	::	:
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	:			::	:	::	:	::	:	::	:
(NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$950 or under \$1,000	::	:	::	:	::	:			::	:	::	:	::	:	::	:
NCIPAL	\$900 or under	::1	:	::	:	::	:			::	:	::	:	::	:	::	:
G Pri	\$850 or under \$900	::	:	::	:	::	:			::	:	::	:	::	:	::	:
CLUDIN	\$800 or under \$850	::!	:	::	:	::	:			::	:	::	:	::	:	::	:
or In	\$750 or under \$800	::	:	::	:	::	:			::	:	::	:	::	:	::	÷
	\$700 or under \$750	::	:	::	:	::	:			::	:	::	:	::	:	::	:
EACH	\$650 or under	::	:	::	:	::	:			: 2	2	::	:	::	<u> </u>	::	:
100L	\$600 or under under	: 0	61	::	:	: H				::	:	: :	:	::	:	; 4	4
RY SCI	\$550 or under	::	:	::	:	: 9	9			16	91	::	:		17	. : 6	29
ELEMENTARY SCHOOL TEACHERS	\$500 or under	: 10	3	: H	H	: ^	. 7			. 61	19	: "	8	. 0	8	13	13
ELE	\$450 or under \$500	39	39	: 5	12	: %	18	able	able	: 0	O)	12	12	::	:	:0	9
NUMBER OF	\$400 or under \$450	::	:	:∞	∞	: 0	61	o btain a	o btain	::	:	: 0	8	: 10	. 10	; <sub>1</sub> 0	20
NUM	\$350 or under	::	:	: 10	,	: 0	6			::	:	: "	8	. 0	8	::	:
•	Under 5350	::	:	: "	8	::	:	No data	No data	::	:	::	:	: 0	8	::	:
	CITY	316. Clinton, MassR	H	317. Newburyport, Mass	<u>.</u>	318. Steubenville, Ohio	T	319. Hagerstown, Md	320. Alexandria, Va	321. Wilkinsburg, Pa F	H	322. Fort Dodge, IaR	F	323. Woburn, Mass F	H	324. Melrose, Mass	T

		Nu	NUMBER OF	OF ELE	ELEMENTARY	RY Sc	SCHOOL 3	TEACHERS (NOT INCLUDING PRINCIPALS)	TRS (N	or Inc	LUDING	PRIN	CIPALS	) REC	EIVING	A YE	ARLY	RECEIVING A YEARLY SALARY	Y OF		Tota		
Cirv	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under u	\$700 to number n	\$750 \$ or under ui	\$800 \$ or under un \$850 \$	\$850 \$ or under ur \$900 \$	\$900 \$0 under no \$950	\$950 \$1 or under un	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1 or under ur \$1,200 \$1	\$1,200 \$1 or under ur \$1,300 \$1	\$1,300 \$1, or under un \$1,400 \$1,	\$1,400 \$1, or under un \$1,500 \$1,	\$1,500 \$1,600 or under or \$1,600	Soo School r Teach- er ers	ol Yearly Salary	rage rly ary
325. Hammond, IndF	::	::	:9		:∞	1 /	H:	::	::	::	::	::	::	::	::	::	::	::	, ::	::	::	37	\$587
T	:	:	9	91	∞	-	H	:	:	:	:	   :	   :	   :	<u> </u>   :	:	:	:	<u> </u>   :	<u> </u>   :	"	39	504
326. Carbondale, Pa $^{ m M}$	::	: 0	1.5	: 8	: н	: 6	::	H :	::	::	::	::	::	::	::	::	::	::	::	::	::	1 <del>1</del>	650
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327. Ashtabula, OhioF	:∞	: 10	. н о		::	::	::	::	::	::	::	::	::	::	::	-::	::	::	::	::	::	2 o	420 395
T	∞	5	OI	7	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	:	<u>                                     </u>	<u> </u>   :	<u> </u>   :	   :	:	8	396
328. Freeport, Ill $\overline{F}$	::	: 0	:∞	: 10	 10	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	38.	: 4 : 6
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329. Mahanoy City, PaR	::	::	IO	262	::	::	: 8	::	::	::	.:	::	::'	::	::	::	::	::	::	::	::	39	428 457
T	:	:	12	28	:	:	3	:	:	:	:	:	:	<u> </u>   :	:	-:	<u>                                      </u>	<u> </u>   :	   :	   :	:	43	454
330. Hyde Park, MassF	::	::		: 01	.: 10	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	33	464
T	:	:	7	OI	91	:	:	:	:	:	:	:	<u> </u>   :	<u> </u>   :	   :	:	<u> </u>   :	:	:	   :	:	33	464
331. S. Bethlehem, Pa	No data		o btain able	able																			
332. Flint, Mich	Parti al	al rep	rep ort on ly	J <sub>y</sub>																			
333. Laredo, TexF	: :	::	: :		::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::		476
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TABLE IV-Continued

	Average Yearly Salary	\$530	530	482	482	565	565		443	443	382	382			383 373	374	
Total	Elem. School Teach- ers	a43	443	649	649	. 44	44		35	35		651			37	38	
	\$1,600 or Over	::	:	::	:	::	:		::	:	::	:			::	:	
Į	\$1,500 or under \$1,600	::	:	::	:	::	:		::	:	::	:			::	:	
ARY OI	\$1,400 or under \$1,500	::	:	::	:	::	:		: :	:	: :	:			::	:	
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	i		::	:	::	:			::	:	
VEARL	\$1,200 or under \$1,300	::	:	::	:	: :	:		::	:	::	:			::	. :	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::			: :	:	::	:			::	:	
CEIVII	\$1,000 or under \$1,100	::	:	::	:	::	:		::	:	::	:			::	:	
s) Ri	\$950 or under \$1,000	::	:	::	:	::	:		::	:	::	:			::	:	
NCIPAI	\$900 or under \$950	::	:	::	:	: :	:		::	:	::	:			::	:	
ig Pri	\$850 or under \$900	::	:	::	:	::	:		::	:	::	:			::	:	
CLUDIA	\$800 or under \$850	::	:	::	:	::	:		::	:	::	:			::	:	
or In	\$750 or under \$800	: :	:	::	:	::	:		::	:	::	:			::	:	
ERS (1	\$700 or under \$750	::	:	::	:	::	:		::	:	::	:			::	:	
ГЕАСН	\$650 or under \$700	::	:	::	:	::			::	:	::	:			::	:	
HOOL	\$600 or under \$650	::	:	::	:	13	ţ3		::	:	::	:		•	::	:	1
RY SC	\$550 or under \$600	16	91	::	:	31	31		: "	I	::	:			::	:	-
MENTA	\$500 or under \$550	15.	15	: %	50	::	:		: #	11	: 4	4			::	:	
F ELE	\$450 or under \$500	12:	12	23:	23	::	:	able	: 2	o	::	:	able	able	::	:	
BER O	\$400 or under \$450	::	:	::	:	::	:	o btain	: 0	8		15	o btain able	o btain	::	:	
Now	\$350 or under \$400	::	:	:9	9	::	:		: H	I		17			37	38	
	Under 1350	::	:	::	:	::	:	No data	: 0	OI	 IS	15	No data	No data	::	:	
	Стту	334. Ashland, WisR	F	335. Oil City, PaR	L	336. Homestead, PaF	T	337. Raleigh, N. C	338. Leominster, MassF	T	339. Janesville, WisR	T	340. Ishpeming, Mich	341. Dunmore, Pa	342. Owensboro, Ky F	I	

a Including kindergarten teachers, number not reported.
b Including 9 principals, 8 of whom receive \$90 and receive \$1 per room per one \$45 in addition to regular salary as grade teacher. as grade teachers.

c Including principals, number not reported, who receive \$1 per room per month in addition to regular salary as grade teachers.

TABLE IV-Continued

			DEN C	4177	MENTS	, KY	1005	Pacar.		1	110000	1		1		:	EANL	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING I KINCIFALS) INECEIVING A LEARLI SALARY OF	1	1	- 1	Tal.
1 5	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under	\$500 or under \$550	\$550 or under \$600	\$600 to or number n	\$650 gr or under u	\$700 or or under \$750	\$750 or or under	\$800 or nunder 1	\$850 or under \$900	\$900 or under \$950	\$950 or or under \$1,000	\$1,000 or or under \$1,100	\$1,100 or or under \$1,200	\$1,200 \$ or under u	\$1,300 \$1 or under ui \$1,400 \$1	\$1,400 \$ or under u \$1,500 \$	\$1,500 \$1 or under \$1,600	\$1,600 So or Te	Elem. Average School Yearly Teach. Salary ers
343. Pottstown, PaR	::	: 4	3	н:	44	::	::	::	::	::	::	::	-::	::	::	::	::	::	::	-::	-::	8
<u>+</u>	:	9	15	H	8	:	:	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	:		   :	64
344. Helena, Mont	::	::	::	::	::	::	: 0	: 0	13	: 0	: "	; H	::	::	::	::	::	::	::	::	::	34:
H	F	:	:	:	:	:	9	6	13	"	3	H	:	:	:	:	:	:	:	:	:	34
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346. Kenosha, Wis	No d	ata	o btain	able		•																
347. Marlboro, Mass	::	::	· w	::	: 4	::	: 4	::	::	::	::	::	::	::	::	::	::	::	::	::	::	. 64
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348. Glens Falls, N. Y	No d	ata o b	o btain	able			_		•													
349. Chillicothe, OhioM	::	: ^	31	12	; 4	::	::	::	H :	::	::	::	::	::	::	::	, : : :	::	::	::	::	1 54
[	:	7	31	12	4	:	:	:	H	:	:	:	:	:	:	:	:	:	:	:	:	55
350. Menominee, MichR	::	: 10	23:	: 1-	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	35
H	:	20	23	7	:	:	:	:	:	:	:	:	:	:	·	:	:	:	:	:	:	35
351. Auburn, MeR	: 4	15	::	: "	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	
<u></u>	9	15	:	H	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	26

FABLE IV-Continue

	Average Yearly Salary		\$551	551	444	444	495	410		401	397	397		373	373	339	339
Total	Elem. School Teach- ers		57	57	34:	34	39	43	36:	56	33:	32		46	46	21	21
	\$1,600 or Over		::	:	::	:	::'	:	::	:	::	:		::	:	::	•
,	\$1,500 or under \$1,600		::	:	::	:	::	:	::	:	::	:		::	;	::	:
ARY OF-	\$1,400 or under \$1,500	-	::	:	::	:	::'	:	::	<del>                                     </del>	::	:		::	:	::	:
Y SAL	\$1,300 or under \$1,400		::	:	::	:	::	:	::	:	::	:	-	::	:	: :	:
VEARL	\$1,200 or under \$1,300		::	:	::	:	::	:	::	:	::	:		::	:	::	:
SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$1,100 or under \$1,200		::	:	::	:	::	:	::	:	::	:		::	:	::	:
ECEIVII	\$1,000 or under \$1,100		::	:	::	:	::	:	::	:	::	:		::	:	::	
s) Rı	\$950 or under \$1,000		::	:	::	:	::	:	::	:	::	:		::	:	::	:
NCIPA	\$900 or under \$950		::	:	::	:	::	:	::	:	::	:		::	:	::	:
NG PR	\$850 or under \$900		::	:	::	:	::'	:		:	::	:		::	:	::	
CLUDI	\$800 or under \$850		::	:	::	:	; ;	:	::	:	::	:		::	:	::	:
NOT IN	\$750 or under \$800		::	:	::	:	::	:	::	:	::	:		::	:	::	:
ERS (	\$700 or under \$750		::	:	::	:	::	:	::	:	::	:		::	:	::	:
TEACE	\$650 or under \$700		::	:	::	:	::	:	::	:	::	:		::	:	::	:
HOOL	\$600 or under \$650		: 0	O)	::	:	::	:	::	:	::	:		: :	:	::	:
	\$550 or under \$600		35	35	::	:	: : :	:	::	:	: 4	4		::	:	::	:
ELEMENTARY	\$500 or under \$550		. 6	20	::	:	8 :	61	::	:	: "	н		::	:	::	:
	\$450 or under \$500	able	::	:	33:	30	14	15	: 4	4		7	able	::	:	::	:
NUMBER OF	\$400 or under \$450	o btain	::1	:	: H	н	13	14	. 2	25	: 4	4	o btain	15	15	::	:
NUN	\$350 or under \$400		::'	:	::	:	: 1	7		24	: 4	4		21.	21	::	II
	Under \$350	No data	::	:	: "	8	: 10	ĸ	: "	8	12	12	No data	: 01	01	: 01	OI .
	Сіту	352. Elwood, Ind	353. Ansonia, Conn	T	354. Dover, N. HF	F	355. Wausau, WisF	T	356. E. Providence, R. I F	H	357. Cairo, Ill F	H	358. Pittston, Pa	359. West Bay City, Mich F	T	360. Spartansburg, S. CM	H

TABLE IV-Continued

Circ March (Carlo March March March March Waller)   Sign State   State			Z	MBER (	OF ELE	SMENTA	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	100г	EACHE	RS (N	OT INC	LUDING	PRIN	CIPALS	) REC	EIVING	A YE	ARLY	SALAR	7 OF-		Total	
W	City	Under \$350		\$400 or under \$450	\$450 or under \$500	\$500 or under \$550					or or inder \$800	850 under	Score un	oor or ider ur	950 \$1 oc,	000 \$100 \$100 \$1	100 \$1 or der un	200 \$1, der un 300 \$1,	300 \$1, of ler doo \$1,	400 \$1,5 der unc 500 \$1,6	% St,60	School Teach-	
T	361. Leadville, Colo					::	::		:∞	-:-	: "	: 0	::	::	::	::	::	::	::				
Farti al rep ort on   y	T					:	:	7	8	7	. 8	"	<u> </u>   :	<u> </u>   :	<u> </u>   :	<u> </u>   :	<u> </u>   :	   :	   :				
Hard already or to confidence of the confidence	362. Westfield, MassF					::	: H	::	::	::	::	::	::	::	::	::	::	::	::				
Parti al rep ort on ly   Y   1   1   2   2   3   1   1   1   2   3   4   4   4   4   4   4   4   4   4	L					:	H	:	:	:	:	:	:	<u> </u>   :	   :	:	<u> </u>   :	:	   :				
F   12   3   11   19   19   1				ort on	ly									-									
No d ata o btain able  No d ata o btain able	364. Marion, OhioF					::	::	::	::	::	::	::	::	::	::	::	::	::	::				
No d ata o btain able	I					:	:	:	:	:	:	:	   :	   :	   :	:	   :	<u> </u>   :	   :				
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H 13 20 57 8 1 1 33  T 13 20 57 8 1 1 1 1 33  H 13 20	6. Fresno, Calif F					::	::	::	::	36	;∞	-::	::	::	::	_н:	::	::	::				
H 13 20	T				:	:	:	:	:	57	8	<u> </u>   :	<u> </u>   :	<u> </u>   :	<u> </u>   :	H	:	<u> </u>   :	<u> </u>   :		1		
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T o data o btain able						: m	: н	::	::	::	::	::	::	::1	::	::	::	::	::				
No data obtain	T					8	н	:	:	:	:	:	:	:	:	<u> </u>	   :	:	   :				
		P oN		btain	able													<del></del>					
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															<del></del>								

a Including I assistant principal at \$1,045.

TABLE IV-Continued

	Average Yearly Salary	\$365	365	455	455	375	375			462	462	470	470	466	466	650 445	450
	School Teachers	39	39	87	87	45	45			43	43	46	46	36	36	37	84
	\$1,600 or Over	::	:	::	:	: :	:			::	:	::	:	::	:	::	:
1	fr,500 or under fr,600	::	:	::	:	::	:			::	:	::	:	: :	:	::	:
ARY OF-	\$1,400 or under \$1,500	::	:	::	:	::	:			::	:	::	:	::	:	::	:
YEARLY SALARY	\$1,300 or under \$1,400	::	:	::	:	::	:			::	:	::	:	::	:	-::	:
EARL	\$1,200 or under \$1,300	::	:	::	:	::	:			::	:	::	:	::	:	::	:
<	\$1,100 or under \$1,200	::	:	::	:	::	:			::	:	::	:	::	:	::	:
RECEIVING	\$1,000 or under \$1,100	::	:	::	:	::	:			::	:	::	:	::	:	::	:
s) RE	\$950 or under \$1,000	::	:	::	:	::	:			::	:	::	:	::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:	::	:			::	:	::	:	::	:	::	: ,
ig Pri	\$850 or under \$900	::	:	::	:	::	:			::	:	::	:	::	:	::	:
CLUDIR	\$800 or under \$850	::	:	::	:	::	:			::	:	::	:	::	:	::	:
IOT IN	\$750 or under \$800	::	:	<u>;;;</u>	:	::	:			::		; н	+	::	:	: ;	:
ERS (1	\$700 or under \$750	::	:	::	:	::	:			::	:	::	:	::	:	::	:
ГЕАСН	\$650 or under \$700	::	:	::	:	::	   :			: н	-	::	:	::	:	ню	4
SCHOOL ?	\$600 or under \$650	-::	:	::	:	: :	:			::	:	: <b>H</b>	۲	::	:	::	:
	\$550 or under \$600	::	:	::	:	::	:			::		: 0	6	: 50	ν.	: 4	4
ELEMENTARY	\$500 or under	::	:	: 0	100	::	:			; 4	4	: 81	181	: "	8	. : n	
	\$450 or under \$500	: 9	9	. 50	29	: 0	6	ble	able	. 2.	2.5	:∞	∞	: 2	22	: 4	4
NUMBER OF	\$400 or under \$450		7	:81	81	: 0	6	o btain able	o btain a	: 0	0	: 0	8	:9	9	. i	91
NUM	\$350 or under \$400		7	: 0	20	. 15	1.5			; 4	4	: =	H	::	:	: "	8
	Under \$350	.: 10	19	::	:	12	12	No data	No data	::	:	:0	9	::	:	: 4	4
	City	370. Columbia, Pa F	T	371. Oklahoma, Okla	H	372. Hannibal, Mo M	E+	373. Nanticoke, Pa	374. Stillwater, Minn	375. Marshalltown, Ia F	F	376. Lansingburg, N. YM	<u>.</u>	377. Saratoga Springs, N. YM	T	378. Massillon, OhioŘ	H

TABLE IV-Continued

	NUMBER OF ELEMENTARY SCHOOL
\$450         \$500         \$550         \$600         \$650           or         or         or         or         or           under         under         under         under         under           \$500         \$550         \$600         \$700	\$500 \$550 \$600 or or nuder under \$550 \$650
::	::
22.	: ··
22 5	
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21 4	: 4
21 4	
5	.: 5
5 12 13	5 12
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:	4

TABLE IV-Continued

	Average Yearly Salary	\$392	392	389	389	540 460	468		675 390	406	520	520		426	426	474	474
Total	Elem. School Teach- ers	36	36	: 4	44	39,4	43		33	35	: 4	42		. 50	26	: 4	40
	\$1,600 or Over	::	:	: :	:	::	:		: :	:	: :	:		::	:	: :	:
l j	\$1,500 or under \$1,600	::	:	::	:	::	:		::	:	::	:		::	:	: :	:
ARY OF	\$1,400 or under \$1,500	::	:	::	:	::	:		: :	:	::	:		::	:	::	:
Y SAL	\$1,300 or under \$1,400		:	::	:	::	:		::	:	::	:		::	:	::	:
EARL	\$1,200 or under \$1,300	::	:	::	:	::	:		::	:	::	:		::	:	::	:
RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	:		::	:	::	:		::	1	::	:
CEIVID	\$1,000 or under \$1,100	::	:	::	:	::	:		::	:	::	:	-	::	:	::	:
	\$950 or under \$1,000	::	:	::	:	::	:		::	:	::	:		::	:	::	:
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:	: .	:		::	:	::	:		::	:	::	:
G Pri	\$850 or under \$900	::	:	::	:	::	:		::	:	::	:		::	:	::	:
CLUDIN	\$800 or under \$850	-::	:	::	:	::	:		::	:	::	:		::	:	::	:
or In	\$750 or under \$800	::	:	::	:	::	:		::	:	::	:		::	:	::	:
ERS (N	\$700 or under \$750	::	:	::	:	::	:		::	:	: н	H		: .	:	::	:
ЕАСН	\$650 or under \$700	::	:	: F	H	::	:		α:	10	: H	н		::	:	::	:
100F	\$600 or under \$650	-::	:	::	:	::	:		::	:	: 10	5		::	:	: 1-	-
RY SC	\$550 or under \$600	::	:	::	:	: "	6		::	:	: "	8		::	:	::	:
MENTA	\$500 or under	::	:	::	:	41-	11		::	:	. 2	22		::	:	: Ie	9I
ELE	\$450 or under \$500	: 8	N	: 11	II	:91	91	able	: "	п	:0	6	able	. 19	19	: 4	4
BER O	\$400 or under \$450	18	18	12	12	: 4	4	o btain	: =	II	: H	н	o btain	: "	3	:∞	∞
NUM	\$350 or under \$400	:9	9	: 9	9		7		. 6	20	::	:		: "	3	. 10	Ŋ
	Under \$350	: º	ដ		14	: 01	N	No data	::	:	: :	:	No data	: н	H	::	:
	Сіту	387. Milford, MassF	T	388. Ironton, Ohio	E	389. Fort Smith, Ark	T	390. Denison, Tex	391. Greensboro, N. CM	H	392. Kearney, N. J	T	393. Augusta, Me	394. Tiffin, Ohio	T	395. Phillipsburg, N. JR	H

	Average Yearly Salary	\$500	500	474	474		432	432	467	467	498	498	473	473	499	499	
Total	Elem. School Teach- ers	: 4	44	.:	26		36	36	36	36	34	34	. 0	30	\$6	36	
	\$1,600 or Over	: :	:	: :	:		::	:	::	:	::	:	::	:	::	:	
	\$1,500 or under \$1,600	::	:	::	:	-	::	:	::	:	::	:	::	:	::	:	
ARY O	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
Y SAL	\$1,300 or under \$1,400	::	:	; :	:		::	:		:	::	:	::	:	::	:	
YEAR	\$1,200 or under \$1,300	::	:	::	:		::	:	::	:	: :	:	::	:	::	:	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:		::	:	::	:	::	:	::	:	:::	:	
ECEIV	\$1,000 or under \$1,100	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
LS) R	\$950 or under \$1,000	::	:	::	:		::	:		:	::'	:	::	:	::	:	
RINCIPA	\$900 or under \$950	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
ING PR	\$850 or under \$900	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
NCLUD	\$800 or under \$850	::	:	::	:		::	:	::	:	::	:	::	:	::	•	
Nor l	\$750 or under \$800	::	:	: "	"		::	:	: :	:	::	:	::	:	::	:	
HERS (	\$700 or under \$750	::	:	::	:		::	:	::	:	::	:	::	:	::	:	
TEAC	\$650 or under \$700	::	:	: +	-		::	:	::	:	. н	. #	::	:	::	:	
100H	\$600 or under \$650		1	12	12		::	:	::	:	: 4	4	. I	H		rv.	
ARY SC	\$550 or under \$600	::	:	::	:		::	:	: "	I	: 8	8	: 0	2	··	OI	
EMENT	\$500 or under \$550	: %	30	: 4	4		: 8	3	· w	3	: 01	oI	: 4	4	28	28	
F EL	\$450 or under \$500	. 12	12	. 23	22	able	: 4	4	29	29	: 6	6	: 0	6	: 0	9	
ABER C	\$400 or under \$450	: H	I	::	:	o btain		52	: "	3	:∞	∞	. 4	4		9	
NU	\$350 or under \$400	::	:	: 0	or I		::	:	::	:	: :	:	::	:		H	
	Under \$350	::	:	•:•	9	No data	: "	3	::	:	::	:	::	:	::	:	
	Cirry	396. Sault Ste. Marie, Mich K	T	397. Pine Bluff, ArkF	L	398. Alpena, Mich	399. Peabody, Mass	T	400. Framingham, MassF	T	401. Naugatuck, Conn	T	402. Corning, N. Y	T	403. Revere, Mass	H	

TABLE IV-Continued

	Average Yearly Salary	\$404	404	419	419	425	425	626	626	371	371		411	411	521	521	
Total	Elem. School Teach- ers	32 :	32	: 4	64	: 4	4	: 4	4	33	33		: 4	44		59	
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:		::	:	::	1:	
J	\$r,500 or under \$r,600	::	:	::	:	::	:	::	:	::	:		::	:	::	:	
ARY OF	\$1,400 or under \$1,500	::	1	::	:	::	:	::	:	::	:		::	:	::	:	
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:		::	:	::	:	
/EARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	<u> </u>	::	:		::	:	::	:	
IG A )	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	: :	:		::	:	::	:	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	1	: :	:	::	:		::	:	::	:	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:		::	:	: :	<u> </u> :	
NCIPAI	\$900 or under \$950		:	::	:	::	:	::	:	::	:		::	:	::	:	
4G PRI	\$850 or under \$900	::	:	::	:	::	:	::	:	::	:		::	:	::	1:	
CLUDII	\$800 or under \$850	::	:	::	:	::	:	::	:	::	:		::	:	::	:	
NOT IN	\$750 or under \$800	::	:	: :	:	::	:		7	: :	:		::	:	: :	:	
ERS (	\$700 or under \$750	::	:	::	:	::	:	: 4	4	::	:		::	:	::	-	
TEACE	\$650 or under \$700	::	:	:	:	::	:	· 10	30	::	:		: :	:	::	:	
HOOL	\$600 or under \$650	::	:	::	:	::	:		17	::	:		: "	H		19	
ARY SC	\$550 or under \$600	::	:	::	:	::	:	: ::	II	::	:		::	:	::	:	
MENT.	\$500 or under \$550	. 2	8	::	:	: "	3	::	:	::	:		:0	9	12	12	
F ELF	\$450 or under \$500	: 8	2	.14	14	: 6	6	:,:	:	::	:	ly	13	13	2 .	2.5	
IBER C	\$400 or under \$450	1.5	15	:0	9	.: 14	14	::	:	: 10	ıv	rep ort on ly	: 9	9	: 0	0	
Nu	\$350 or under \$400	13	13	. 0	20	18	18	:::	:	21	21	7	: 01	or	; H	-	
	Under \$350	::	:	::	:	::	:	::	:	.:	7	Parti	:∞	8	::	:	
	Сітч	404. Rutland, Vt	E	405. Adams, MassF	Ħ	406. Beloit, WisR	Ħ	407. Walla Walla, Wash F	H	408. Gardner, Mass	T	409. Baton Rouge, La	410. Butler, Pa M	H	411. Weymouth, Mass	T	

TABLE IV-Continued

		Z G	NUMBER OF		ELEMENTARY	RY SC.	SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	ЕАСНЕ	RS (N	or Inc.	LUDING	PRIN	CIPALS	) RE	EIVIN	3 A Y	EARLY	SALA	N OF-		Ĕi	lal	
Спт	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 Son under u	\$650 pr or under \$700	\$700 or or under u \$750	\$750 \$ or under un \$800 \$	\$800 \$ or under un \$850 \$	\$850 \$000 \$000 \$000 \$000 \$000	\$900 \$ or under u	\$950 \$ or under u	\$1,000 \$ or under u \$ \$1,100 \$	\$1,100 \$ or under u \$1,200 \$	\$1,200 \$ or under u \$1,300 \$	\$1,300 \$ or under u	\$1,400 \$1 or under u	\$1,500 \$1 or under \$1,600	Sc. Te.	Elem. A School Teach- ers	Average Yearly Salary
412. Guthrie, OklaF	7 :	::	•:::	36	::	::	::	::		::	::	- : :	::	::	::	::	::	::	::	::	::	36	\$315
T	6	:	:	36	:	:	:	:	-	   :	:	   :	<u>                                      </u>	:	:	:	:	:	   :	:	   :	38	443
413. Manchester, Conn	No data		o btain	able																			
414. Kokomo, Ind	: "	::	; 4	35	::	::	::	۳:	::	::	::	::	::	::	::	::	::	::	::	::	::	н 6	675 453
T	I	:	4	35	:	:	:		:	:	:	<u> </u>   :	:	<u> </u>  :	:	:	:	:	:	:	   :	41	458
415. Harrison, N. JF	::	::	::	: :	: 4	: 01	: 4	: 01	: 0	::	::'	::	::	::	: 0	::	::	::	::	::	::	. 10	655
T	:	:	:	:	4	81	4	01	01	:	:	<u>:</u>	:	:	N	:	:	   :	:	:	:	910	655
416. Geneva, N. Y	::	: "	::	: н	: 10	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	. 8	480
T	:	3	:	н	O.	:	:	:	<u> </u>   :	   :	:	<u> </u>   :	:	:	:	:	:	   :	:	:	<u> </u>   :	23	480
417. Pittsburg, KansF	::	2.5	15	::	::	::	::	::	::	::	::	::	::	-::	::	::	::	::	::	::	::	: 4	377
	:	25	15	÷	:	:	:	:	:	<u>                                     </u>	:	:	:	:	:	:	:	:	:	:	   :	6	377
418. Mankato, Minn	::	. 80	;œ		; 4	::	: 4	::	::	::	::	::	::	::	::	::	::	::	::	::	::	33:	447
T	:	3	∞	91	4	:		:	:	:	   :	   :	:	:	:	:	:		:	   :	<u> </u>   :	32	447
419. Lawrence, KansF	::	. 8	16	: 01	: 0	::'	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	31	425
T	:	8	91	OI	8	:	:	:	:	:	:	<u> </u>   :	:	<u> </u>   :	:	:	:	<u> </u>   :	:	:	:	31	425
					-		•												-				
					-	-	-	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	

a Including 2 assistant principals at \$1,000.

TABLE IV-Continued

•	Average Yearly Salary	\$528	528	357	357	540	540	470	470	483	483	424	424			384	384
Total	School Teach- ers	37	37	32	32	41	41	32	32	24	24	36	36			42	24
	£1,60c or Over	::	:	::	:	::	:	::	:	: :	:	::	:			: :	:
OF—	\$1,500 or under \$1,600	::	:	::		::	:	::	:	; :	:	::	:			::	:
ARY OF	\$1,400 or under \$1,500	::	:	::	:	:::	:	::	:	::	:	::	:			::	:
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::		::	:			: :	:
/EARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	: ;	:	::	:			:.	:
G A J	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:			::	:
CEIVIN	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:			, : :	:
s) Ri	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:			::	:
NCIPAI	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:			::	:
G PRI	\$850 or under \$900	::	:	::	:	::	:	::	:	::	÷	::	:			::	:
CLUDIN	\$800 or under \$850	: :	:	: :	:	::	:	::	:	: :	:	::	:			::	:
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$750 or under \$800	::	:	::	:	::	:	::	:	::	:	::	:			::	:
ers (1	\$700 or under \$750	::	:	::	:	::	:	::	:	::	:	::	:			::	:
EACH	\$650 or under \$700	::	:	::	:	::	:	::	:	::	:	::	:			::	:
SCHOOL	\$600 or under \$650	: 8	8	::	:	: "	н	::	:	::	:	::	:			::	:
RY SC	\$550 or under \$600	::	:	::	:	. 01	01		11	: ".	3	: 10	8			::	:
ELEMENTARY	\$500 or under \$550	27	27	::	1:	30	30	::	:	:9	9		3			::	:
	\$450 or under \$500	: 9	9	: "	n	::	:	: "	10	1.5	15	: 0	n	able	able	Н	н
NUMBER OF	\$400 or under \$450	::	:	: 41	14	::	:	:0	9	::	:	. 83	28	o btain able	o btain	14	14
NCM	\$350 or under \$400		H	::	:	::	:	·	30	::	:	::	:			:9	9
	Under \$350	::	:	.: 10	91	::	:	: "	8	::	:	::	:	No data	No data	: 10	т
	City	420. Sherman, Tex	F	421. Bath, MeF	T	422. Ottawa, IllF	H	423. Portsmouth, N. H	H	424. Little Falls, N. YM	H	425. Johnstown, N. Y	H	426. Jeffersonville, Ind	427. Millville, N. J	428. Southbridge, Mass F	T

TABLE IV-Continued

	Average Yearly Salary	\$497	497	399	399		557	557		 461	461	465	465		496			
Total	Elem. School Teach-	21.	221	38:	38		23	23		21	21	36	36	. 28	28			
	\$1,600 or Over	::	:	::	:		::	:		::	:	: :	:	::	:			
	\$1,500 or under \$1,600	::	:	::	:		::	:		::	:	::	:	: :	:		-	
ARY OF-	\$1,400 or under \$1,500	::	:	::	:		::	:		::	:	::	:	::	:		-	
Y SAL	\$1,300 or under \$1,400	::	:	::	:		::	:		::	:	::	:	::	:			
EARL	\$1,200 or under \$1,300	::	:	::	:		::	:		::	:	::	:	::	:			
IG A J	\$1,100 or under \$1,200	::	:	::	:		::	:		::	:	::	:	::	:			
CEIVII	\$1,000 or under \$1,100	::	:	::	:		::	:		::	1:	::	:	::	:		-	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$950 or under \$1,000	::	:	::	:		• :	:		::	:	::	:	::	:			
INCIPAI	\$900 or under \$950	::	:	::	:		::	:		::	:	::	:	::	:			
NG PR	\$850 or under \$900	::	:	::	:		::	:		::	:	::	:	::	:			
CLUDII	\$800 or under \$850	::	:	::	:		::	:		::	:	::	:	::	:			
NOT IN	\$750 or under \$800	::	:	::	:		::	:		::	:	::	:	::	:			
ERS ()	\$700 or under \$750	::		::	:		::	:		::	:	::	:	::	:			
ГЕАСН	\$650 or under \$700	::	:	::	:		::	:		::	:	::	:	::	:			
HOOL	\$600 or under \$650	: "	61	::	:			3		::	:	::	:	: 60	8			
RY Sc	\$550 or under \$600	::	:	: "	н		. 8	30		::	:	::	:	: "	H			
MENTA	\$500 or under \$550	: 2	o.	:9	9		::	:			7	: 2	12	: 0	6			
F ELE	\$450 or under \$500	: "	3	:0	6	ly	::	:	able	:0	9		17	. 41	14	able		
IBER O	\$400 or under \$450	::	:	: 4	4	al rep ort on ly	::	:	o btain able	;∞	<b>∞</b>	: "	I	:н	I	o btain able		
NG	\$350 or under \$400	:9	9	: 0	OI	al rep	::'	:		::	:	: 9	9	::	:			
	Under \$350	::	:	:00.	∞	Parti	::	:	No data	::	:	::	:	::	:	No data		
	Сіту	429. Athens, Ga F	H	430. Henderson, KyR	H	431. Vincennes, Ind	432. La Salle, IllF	H	433. Winston, N. C	434. Peekskill, N. YF	H	435. Meadville, Pa F	T	436. Marquette, Mich F	T	437. Sioux Falls, S. D		

a Including 2 assistant principals at \$630.

TABLE IV-Continued

	Average Yearly Salary	\$413	413	720 416	453		400	400	495 413	423	387	387		552	552	500	523
	School Teach- ers	31	31	23	25		: 04	9	4%	32	27	27		. 8	88	1 27	28
	\$1,600 or Over	::	:	::	:		::!	:	::	:	::	:		::	:	::	: 0
	\$1,500 or under \$1,600	::	:	::	:		::!	:	::	:	::	:		::		::	:
RY OF-	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:	::	:		::	:	::	:
SAL/	\$1,300 or under \$1,400	::	:	::	:	-	::	:	::	:	::	i		::	:	::	:
EARLY	\$1,200 or under \$1,300	::	:	::	:		::	:	::	:	::	:		::	:	::	:
RECEIVING A YEARLY SALARY	\$1,100 or under \$1,200	::	:	::	:		::	:	::	:	::	:		::	:	::	:
CEIVIN	\$1,000 or under \$1,100	::	:	::	:		::	:	::	:	::	:		::	:	::	:
s) Re	\$950 or or under \$1,000	::	:	::	:		::	:	:::	:	::	·		::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:		::	:	::	:	::	:		::	:	::	:
ig Pri	\$850 or under \$900	::	:	::	:		::	:	::	:	::	:		::	:	::	:
CLUDIN	\$800 or under \$850	::	:	::	1		::	:	::	:	::	:		::	:	: ;	:
or In	\$750 or under \$800	::	:	::	:		::	:	::	:	::	:		::	:	::	:
ERS (N	\$700 or under \$750	::	:	ε :	8	-	::	:	::	:	::	:		::	:	::	:
ЕАСНІ	\$650 or under \$700	::	:	::	:		::	:	::	:	::	:	-	; 4	4	: ;	:
100г	\$600 or under	::	:	::	:	**	:.:	:	::	:	: :	:	_	: 0	7	::	:
N SCI	\$550 or or under u	::	:	::	:		::	:	: "	7	::	:		15	15	13	13
ELEMENTARY SCHOOL	\$500 or under \$550	::	:	:∞	00		::	:	0 0	4	::	:		: 10	30	13	14
ELEN	\$450 for under u	: 2	ដ	::	:	ple	::	:	0.4	9	::	:	ple	: 0	6	: "	н
BER OF	\$400 or under	: ដ	ដ	::	:	o btain able	: 4	40	13	13	14	14	o btain able	::	:	::	:
NUMBER	\$350 or under \$400	: ::	H	: 4	4	ata o l	::	:	: "	H	12	12		::	:	::	:
	Under \$350	::	:	: O	of C	No d	::	:	: 9	9	: н	н	No d ata	::	:	::	:
	Спу	438. Beaver Falls, PaR	F	439. Hot Springs, ArkF	<u> </u>	440. Bellaire, Ohio	441. Fort Scott, Kans	П	442. Sunbury, Pa M	H	443. Pontiac, Mich	T	444. Manchester, Va	445. Watertown, Mass	T	446. Ironwood, Mich	E

TABLE IV-Continued

		N.	MBER	OF ELI	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	IRY Sc	HOOL	ГЕАСНЕ	IRS (N	or Inc	LUDING	3 Pri	CIPAL	s) RE(	CEIVIN	Y V	EARLY	SALA	YY OF-		196	Fotal	
Стт	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 or under \$650	\$650 or under u	\$700 or or under u \$750	\$750 or under u	\$800 f or under u	\$850 or or \$900	\$900 1 or under u	\$950 Sinder number 51,000 Sinder	\$1,000 \$1,100 or or under under \$1,100 \$1,200	\$1,100 \$1 or under u	\$1,200 \$ or under u	\$1,300 \$1 or under ui \$1,400 \$3	\$1,400 \$1 or under \$1,500 \$1	\$1,500 \$1 or under \$1,600 0	\$1,600 Sc or Te	School Yeach-	Average Yearly Salary
447. Anniston, Ala F	H 4		::!	.:	::	::'	::	::	::	::	::	::	: :	::	::	::	::	::	::	::	::	21	\$270
T	r.	25	:	12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	22	397
448. Bloomfield, N. J $\mathbf{F}$	::	::	::	::	. 22	. 12	3	: 0	::	::	::	::	::	::	.::	::	::	::	::	::	::	39	538
T	:	:	:	:	22	12	4	0	·	:	:	:	:	:	:	:	:	:	:	:	:	64	540
449. Jefferson City, Mo	No data		o btain able	aple																			
450. Adrian, Mich	::	: 0	:81	: 20	::	::	::	::	::	::	::	::	::	::	::	::	::	-::	::	::	::	25:	411
T	:	81	81	20	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	25	411
451. Carlisle, PaF		I :	 II	: "	. 0	· :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	4.8	506 389
T	7	1 /	II	3	10	3	:	:	:	:	 	:	:	:	:	:	:	:	:	:	:	27	406
452. Mattoon, Ill	: H	27	: 9	::	:н	: н	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	36	397
I	-	27	9	:	H	н	:	:	:	:	:	:	;	:	:	:	:	:	:	:	:	36	397
453. Plymouth, Mass F	: 6	:∞	12	: 10	: "	: "	: H	::	::	::	::	::	н:	::	::	::	::	::	::	::	::	38	900
T	6	8	12	2	0	H	1	:	:	:	:	:	H	:	:	:	:	:	:	:	:	39	415
454. Fargo, N. D	No data		o btain	able											-							-	
455. Middletown, ConnH	. :	: 10			::	::,	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	21	441
H	:	м	7	I	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	21	441
					-																		

TABLE IV—Continued

	Average Yearly Salary	\$500	466		459	535	535		548 538	538	414	414	405	405	. 400	400	
Total	Elem. School Teach- ers	34	35	. 2	23	31	31		31	32	36	36		16	36	36	-
	\$1,600 or Over	::	:	: :	:	::	:		::	:	::	1	::	:	::	:	
Į.	\$1,500 or under \$1,600	::	:	: :	:	: :	:		::	:	::	:	::	:	::	:	
ARY OF	\$1,400 or under \$1,500	::	:	::	:	::	:		::	:	::	:	::	:	::	:	-
A SAL	\$1,300 or under \$1,400	::	:	: :	:	::	:		::	:	::	:	: :	:	::	:	1
/EARL	\$1,200 or under \$1,300	::	:	::	:	::	:		::	F	::	1:	::	:	::	:	
RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	1		- : :	:	::	:	::	:	::	:	
CEIVII	\$1,000 or under \$1,100	::	1:	::	:	::	:		::	:	::	:	::	:	::		
	\$950 or under \$1,000	::	:	::	1:	::	:		::	:	::	:	::	:	::	:	
NCIPAL	\$900 or under \$950	::	:	::	:	::	:		::	:	::	:	::	:	::	:	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS)	\$850 or under \$900	::	:	::	:	::	:		::	:	::	:	::	:	::	:	
CLUDII	\$800 or under \$850	::	:	::	:	::	1	-	::	:	::	:	::	:	::		
vor In	\$750 or under \$800	::	:	::	:	::	:		::	:	::	i :	::	:	::	:	
ERS (1	\$700 or under \$750	::	:	::	:	::	:		::	:	::	<del> </del>	::	:	::	:	
ГЕАСН	\$650 or under \$700	::	:	::	<u> </u>	: 0	8		::	:	::	:	::	:	::	:	
HOOL	\$600 or under \$650	::	:	::	:	: "	6		: н	Н	::	:	::	:	::	:	
RY SC	\$550 or under \$600	: 8	N	: "	-	: 01	IO		. 41	14	::	:	::	:	::	:	
MENTA	\$500 or under \$550	1	7	:н	H	16	16		10	17	::	:	: 0	10	::	:	
F ELE	\$450 or under \$500	. 50	26	15	15	::	:	able	::	:	::	:	: "	8	::	:	
BER 0	\$400 or under \$450	::	:	:0	9	::	:	o btain	::	:	: 0	20	. 10	ν	36	36	
NON	\$350 or under \$400	::	:	::	:	: :	:	ata	: :	:	 10	91		7	::	:	
	Under \$350	::	:	::	:	::	:	No d	::	:	::	:	::	:	::	:	
	Сіту	456. Escanaba, Mich H	T	457. Hudson, N. Y	T	458. West Chester, PaF	T	459. Stevens Point, Wis	460. Huntington, Ind	T	461. Natick, MassF	I.	462. Frankfort, KyF	T	463. Waterville, Me F	H	

TABLE IV-Continued

	Average Yearly Salary	\$392	392	443	442				405 520	517	468	468	396	395	386	386	
Total	Elem. School Teach- ers	: 08	100	: 04	9				38 1	39	. 8	34	.83	28	. 5	29	
	\$1,600 or Over	::	1	::	:				::	:	::	:	::	:	::	:	
ı	\$1,500 or under \$1,600	. ::	:	::	:				::	:	::	:	::	:	::	:	
LRY OF-	51,400 or under \$1,500	::	:	::	:				::	:	::	Ī	::	:	::	:	
Ü	or or under Fr,400	::	:	::	:			×	::	:	::	:	::	:	: :	:	
EAL	\$1,200 \$1,5.0 \$1,400 \$1,500 or or or or or or or or or or under under under \$1,300 \$1,400 \$1,500	::	:	::	:				::	:	::	:	::	:	::	:	
G A \	\$1,100 or under \$1,200	::	1	::	:	_			::	:	::	:	::	:	::	:	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:				::	:	::	:	::	1	::	:	
s) RE	\$950 or under \$1,000	::		::	:				::	:		:	::	1	::	:	
NCIPAL	\$900 or under \$950	::	:	::	1				::	:	::	:	-::	:	::	:	
G PRI	\$850 or under \$900	::	:	::	1				::	:	::	:	::	:	::	:	
CLUDIN	\$800 or under \$850	::	:	::	:				::	:	::	:	::	:	::	:	
or In	\$750 or under \$800	::	:	::	:				::	:	-::	:	::	:	::	:	
ZRS (N	\$700 or under \$750	::	:	::	:				::	:	::	:	::	:	::	:	
EACH	\$650 or under \$700	::	:	::	:				::	:	::	:	::	:	::	:	
100F	\$600 or under \$650	::	:	: 0	8				::	:	: 4	4	:::	:	::	:	
RY SCI	\$550 or under \$600	::	:	: H	н				: 4	4	: 4	4	::	:	::	:	
NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEAR	\$500 or under \$550	::	:	: 0	6				. 23 .	25	: 0	61	::	:	::	:	
ELE	\$450 or under \$500	: H	H	13	13	>	able	able	: "	8	12	12	: "	ī	: н	н	
BER O	\$400 or under \$450	: H	H		17	rt on ]	o btain a	o btain a	19	7	:∞	8	18	18	: 9	9	
Now	\$350 or under	.:	16	: 10	ν	l rep			::	:	: "	9	: 9	9	. 5	22	-
	Under 5350	: 0	а	::	:	Parti al rep ort on ly	No data	No, data	::	:	: "	н	: 6	т	::	:	
	Сіту	464. Amesbury, MassF	H	465. Olean, N. Y	H	466. Anaconda, Mont	467. Hackensack, N. J	468. Clarksville, Tenn	469. Beaumont, TexM	H	470. Waukegan, IllM	H	471. Carthage, MoF	H	472. Traverse City, MichM	T	

TABLE IV-Continued

NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-						ноог Теаснея	EACHER		S (N	of Inci	LUDING	PRINC	IPALS,	REC.	EIVING	A YB	ARLY	SALAR	✓ OF		Tota	Avera	!
Cirv	Under \$350	\$350 or under \$400	\$400 or under	\$450 or under	\$500 or under \$550	\$550 or under u	\$600 \$00 under un	\$650 \$ or under ur \$700 \$	\$700 \$ or under un \$750	\$750 \$8 or under un \$800 \$8	\$800 \$8 or under un \$850 \$9	\$850 \$9 or under \$900 \$5	\$900 \$9 or under un \$950 \$1	\$950 \$1, or under un \$1,000 \$1,	\$1,000 \$1 or under un \$1,100 \$1	\$1,100 \$1 or under un \$1,200 \$1	\$1,200 \$1, or under un \$1,300 \$1,	\$1,300 \$1, or under un \$1,400 \$1,	\$1,400 \$1, or under un \$1,500 \$1,	\$1,500 \$1,600 or under \$1,600 Over	School Teach-	Yearly   Yearly  -   Salary	اجمعة
473. Port Jervis, N. Y	::	::			: 9	: 0	::	::	-::	::	::	::	-::	::	-::	::	::	::		::	::	32 \$4	\$466
T	:	:	٥	11	ឧ	8		   :	   :	:	   :	   :	:	-	   :	:	:	:	<u> </u>   :	:	:	32	466
474. Hutchinson, Kans F	::	: 41	. '	:∞	; H	::	::	::	::	::	<del>-::</del>	::	::	::	::	::	::	::	::	::	::	30:	413
H	:	14	7-	8	н	:	   :	:	:	:	:	   :	   :	<u> </u>   :	   :	<u> </u>   :	<u> </u>   :	   :	   :	<u> </u>   :		30	413
475. Dubois, PaF	::	18	14	нн	::	::	::	::	::	<del>- : :</del>	::	::	::	::	::	::	::	::	:::	::	::	33.6	413
H	:	18	19	2	:	:		:	:	   :	:	<u> </u>   :	<u> </u>   :	   :	<u> </u>   :	   :	<u> </u>   :	<u> </u>  :	<u>                                      </u>	<u> </u>   :	'	39	397
476. Paris, Tex	Parti	급	rep ort on ly	ly																			
477. Corsicana, Tex	::	: +	: 10	: 4		<b>7</b> :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	25 4 5	585 491
T	:	н	7.	4	15	F	:	:	:	<u> </u>   :	:	   :	  -	-	-	:	-	   :	:		"	26	495
478. Frederick, Md	3	: :	::	: :	::	::	::	::	::	::	::	<del>::</del>	::	::	::	::	::	::	::	::	-::	9 6	241 216
T	or	:	:	:	:	:	:	:	:		:	:	:	<u> </u>   :	:	   :	<u> </u>   :	<u> </u>  :	   :	:		10	224
479. Wakefield, MassR	: :	: 4	.9		16	: 0	: +	::	::	::	::	::	::	::	::	::	::	::	::	::	::	n 4	500
T	:	4	9	11	17	8	H	:	:	:	:	   :	:	:	   :	:	<u> </u>	:	:	   :.	`   :	4 4	469
480. Madison, IaF	: 0	::	.: 18	. H	: :	::	::	::	::	::	::	::	::	::	-::	::	::	::	::	::	::	21 3	394
Ţ	CI.	:	18	-	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	"	21 3	394
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TABLE IV-Continued

		NUN	IBER O	F ELE	NUMBER OF ELEMENTARY SCHOOL	RY SC	TOOL T	EACHE	RS (N	TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	LUDIN	G PRIN	NCIPAL	s) RE	CEIVIN	G A Y	EARLY	SALA	RY OF-	1		Total	
Cirv	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under	\$550 or under \$600	\$600 \$ or under ui	\$650 \$ or under u	\$700 to number number 1	\$750 sor under under	\$800 to or nuder n	\$850 or or under u	\$900 or under \$950	\$950 or under \$1,000	\$1,000 or under \$1,100	\$1,100 or under \$1,200	\$1,200 sr under \$1,300	\$1,300 \$ or under u	\$1,400 \$ or under \$1,500	\$1,500 or under \$1,600	\$1,600 or Over	School Teach- ers	Average Yearly Salary
481. Iron Mountain, MichM		::	9.	13	23	: 20	::	::	::	::	::	:::	::	::	::	::	::	::	::	::	::		\$502
T	:	:	9	13	23	20	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	47	503
482. Middletown, Ohio	Parti al	al rep	rep ort on ly	ly																			
483. Oskaloosa, IaF	::	:∞	. 60	:9	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	:::	34	418
T	:	∞	20	9	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	34	418
484. Webb City, Mo	H	::	: 4	: ^	; н	::	:::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	23.	398
T	H	:	4	7	-	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	23	398
485. Phoenixville, PaF	: "	: 4	14	: :	::	::	::	::	::	::	::	::	: :'	::	::	::	::	::	::	::	::	21	405
T	8	4	14	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	21	405
486. Batavia, N. YF		: 01	: 41	13		::	::	::	::'	::	::	::	::	::	::	::	::	::	::	::	::	36	440
T	:	N	14	13	7	:	:	:	:	<u> </u>   :	:	:	:	:	:	:	:	:	:	:	:	36	440
487. Keene, N. H	. 23	:11	::	::	- : :	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	a34	313
T	23	11	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	<i>a</i> 34	313
488. Pasadena, Calif	::	::	::	::	::	::	::		: 4	::	::	::	::	::	::	::	::	::	::	::	::	53	678
T	:	:	:	:	:	:	:	49	4	:	:	:	:	:	:	:	:	:	:	:	:	53	849
H - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -					١.	-	-	-	-	-	-	-	1	-			-	-	-				

 $\boldsymbol{a}$  Including kindergarten teachers, number not reported.

TABLE IV-Continued

	Average Yearly Salary	\$450	450	240	277		462	462	492	492	454	454		452	452	451	451
	School Teach- ers	26	36	2 I 19	21		30:	30	: 84	48	. 2	25		27	27	28:	28
	\$1,600 or Over	::	:	: :	:		::	:	::	:	::	:		::	:	::	:
١,	\$1,500 or under \$1,600	::	:	: :	:		::	:	::	:	::'	:		::	:	::	:
RY OF	\$1,400 or under \$1,500	::	:	::	:		::	:	::	:	::	:		::	:	::	:
SALA	\$1,300 or or under \$1,400	::	:	::	:		::	:	::	:	::	:		::	:	::	i
EARLY	\$1,200 \$ or under u	::	:	::	:		::	:	::	:	::	:		::	:	::	:
OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:		::	:	::	:	::	:		::	:	::	:
CEIVIN	\$1,000 or under \$1,100	::	:	::	:		::	:	::	:	::	·		::	:	::	:
s) RE	\$950 or under \$1,000	::	:	::	:		::	1	::	:	::	:		::	:	::	:
NCIPAL	\$900 or under \$950	::	:	::	:		::	:	::	:	::	1		::	:	::	:
ig Pri	\$850 or under \$900	::	:	::	:		::	:	::	:	::	:		::	:	::	:
CLUDIA	\$800 or under \$850	::	:	::	:		::	:	::	:	::	:		::	:	::	:
NI IN	\$750 or under \$800	::	:	::	:	-	::	:	::	:	: :	:		::	:	: :	:
ERS (1	\$700 or under \$750	::	:	::	:		::	:	::	:	::	:		::	:	::	:
Гвасн	\$650 or under \$700	::	:	::	:		::	:	::	:	: :	:		: "	H	::	:
HOOL	\$600 or under \$650	::	:	::	:		.::	:	::	:	: :	:		::	:	: 01	8
RY SC	\$550 or under \$600	::	:	::	:		: 0	101	: :	:	: :	:		: H	H	::	:
MENTA	\$500 or under \$550	: ;	:	::	:		: 6	6	: 0	0	: 2	12		: 0	OI	. 4	4
F ELE	\$450 or under \$500	26:	26	::	:	Ŋ.	: 1	H	35	35	: 01	N	able	: "		: w	8
NUMBER O	\$400 or under \$450	::	:	::	:	rep ort on ly	: 9	9	: "	6	: #	H	o btain	. 9	9	19	19
Ncw	\$350 or under \$400	::	:	::	:	al rep	: 01	N	: 0	8	::	:		; <sub>10</sub>	,	::	:
	Under \$350	7 : :	:	19	21	Parti	::	:	::	:	: :	:	No data	: "	H	::	:
	Спу	489. Champaign, IllR	H	490. Newbern, N. C F	L	491. Brunswick, Ga	492. N. Tonawanda, N. YM	H	493. Duquesne, Pa	E	494. Cortland, N. Y	H .	495. Lancaster, Ohio	496. Alliance, OhioF	H	407. Lincoln, IllF	T

a Not separately reported

TABLE IV-Continued

\$\frac{1}{2} \text{Sigo}   \$\frac{1}{2}	ž		JMBB	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	LEME	NTARY	Scно	JL TEA	CHERS	TON)	INCLUE	DING F	RINCIP	ALS) F	ECEIVI	NG A	YEARL	Y SALA	RY OF-	١.		Total	
	Under or or or or or or or or or or or or or	\$400         \$450         \$500         \$550           or         or         or         or           under         under         under         under           \$450         \$500         \$550         \$600	\$450	\$500 \$550 or or nuder \$550	\$550 or under \$600		0.00				sr nuder			\$950 or under \$1,000	\$1,000 or under \$1,100	\$1,100 or under \$1,200	\$1,200 or under \$1,300	\$1,300 0 or under \$1,400	or or inder it,500	1,500 \$ or inder 1,600	or T	chool each-	Average Yearly Salary
		6 6	 14 4		::											::	::	- : :	::	::	::	: 62	\$455
		4	4	4		:										:	:	:	:	:	:	50	455
	No d ata o btain able	btain able	: 0	: 0		<del>:</del>										:	:	:	:	:	:	: :	:
:: : : : : : : : : : : : : : : : : : :	2 SI SI	15 13 2	13	1 0		:   :	1							L		: :	:   :	1:	:   :	+=	:   :	3 8	454
	25	25	::	::		: "										::	::	::	::	::	::	. 8	434
	25 6 3	25 6	9	:		<u>س</u>	1					<u> </u>	<u> </u>	<u> </u>		:	:	:	:	:	1:	34	434
	Parti al rep ort on ly	p ort on ly	on ly																			<del></del>	
	$ \vdots \qquad (a) \qquad (a) \qquad (a) \qquad \vdots $	(a) $(a)$ $(a)$	(a): (a):	(a):		::										::	::	::	::	::	::	: 4	425
	(a) (a) (b)	(a) (a) (a)	(a) (a)	(a)		:	l									:	:	:	;	:	:	4	425
H		7	7 13	13		: ~										::	::	::	::	::	::	46	555
	13 7	7 1.3	7 13	13		7		4.	4							:	:	:	:	:	:	46	555
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: H H H : : : : : : : : : : : : : : : :	7 1 81	7	:	   :	:	:			   :	   .	:	:	:	:	:	:	:	:	:	<u> </u>	:	56	341
		9		::		: н										::	::	::	::	::	::	: 4	452
	6	6	;	:		H										:	:	:	:	:	:	14	452

TABLE IV-Continued

	Average Yearly Salary	*423	423	496	496	391	391	438	438		495	495	9	809	479	480
Total	School Teachers	38.	8	. 8	20	31	31	. 62	29		.: a26	<b>3</b> 26	36	36	4 8	27
	\$1,600 or Over	::	:	::	:	::	:	::	:		::	:	::	:	: :	:
į	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:		::	:	::	:	::	:
ARY OI	\$1,400 or under \$1,500	::	:	::	:	:: 1	:	::	:		:::	:	::	:	: :	:
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:		::	:	::	:	::	:
VEARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:		::	:	::	:	::	:
RECEIVING A YEARLY SALARY OF-	\$1,100 or under \$1,200	::	:	::	:	::	:	: :	:		::	:	::	:	; :	:
CEIVII	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:		::	:	::	:	::	:
	\$950 or under \$1,000	: :	:	::	:	::	:	::	:		::	:		:	::	:
(NOT INCLUDING PRINCIPALS)	\$900 or under \$950	::	:	::	:	::	:	*	:		::	:	::	:	::	:
vG PR	\$850 or under \$900	::	:	::	:	::	:	::	:		::	:	::	:	::	: -
сгирі	\$800 or under \$850	::	:	: H	н	: :	:	::	:		: :	:	::	:	::	:
NOT IN	\$750 or under \$800	: :	:	::	:	::	:	::	:		::	:	: "	I	::	:
	\$700 or under \$750	::	:		:	::		::	:		::	:	::	:	::	:
ТЕАСН	\$650 or under \$700	::	:	::	:	::	:	::	:		::	:	: "	8	::	:
100н:	\$600 or under \$650	::	:	: 10	Ŋ	::	:	: :	:		. :	:	33:	32	::	:
NUMBER OF ELEMENTARY SCHOOL TEACHERS	\$550 or under \$600		H	: 0	10	: :	:	: :	:		: :	:	: :	:	::	:
MENT	\$500 or under \$550	. 83	8	:9	9	::	:	: 0	0		::	:	::	:	: 8	8
F ELF	\$450 or under \$500	:8	8	: :	:	::	:	. 4	4	ly	a26	<i>a</i> 26	::	:	16	50
ABER C	\$400 or under \$450	:∞	8	: :	:	. 2	25	10	10 I	rep ort on ly	::	:	::	:	. 4	4
NG	\$350 or under \$400	:00	8	::	:	: 10	5	::	:	al rep	: : :	:	::	:	::	:
	Under \$350	: 8	100	:0	9	: "	I	::	:	Parti al	::	:	::		: :	:
	Сіту	507. Elyria, OR	H	508. Selma, Ala M	F	509. Owosso, Mich, F	E.	510. Xenia, O F	Н	511. St. Cloud, Minn	512. Wabash, IndR	T	513. Arlington, Mass F	T	514. Washington, IndF	

a Not including 11 teachers in 3d and 4th grades with salaries based on license, amount not reported.

	Average Yearly Salary	\$437	437			489	489	300	300	369	369	495 467	467	396	396	405 395	395
Total	Elem. School Teach- ers	30.	30			36	36	1.5	15	.82	28	32	33	34	34	1 22	23
	\$1,600 or Over	::	:			::	:	::	:	::	:	::	:	: :	:	::'	:
j	\$1,500 or under \$1,600	::	:			::	:	::	:	::	:	::	:	·: :	:	::	:
RY OF-	\$1,400 or under \$1,500	::	:			::	:	::	:	::	:	::	:	::	:	::	:
Y SAL	\$1,300 or under \$1,400	::	:	•		::	:	::	:	::	:	::	:	::	:	::	:
EARL	\$1,200 or under \$1,300	::	:			: :	:	::	:	::	:	::	:	: :	:	::	:
G A J	\$1,100 under \$1,200	::	:			::	:	::	:	::	:	::	:	::	:	::	:
CEIVIN	\$1,000 or under \$1,100	-::	:			::	:	::	:	::	<u> </u>	::	:	::	:	::	:
s) RE	\$950 or under \$1,000	-::	:			::	:	::	:	::	:	::	:	::	:	::	:
NCIPAL	\$900 or under \$950	::	:	-		::	:	::	:	::	:	::	:	::	:	::	:
d Pri	\$850 or under \$900	-::	:			::	:	::	:	::	:	::	:	::	:	::	:
CLUDIA	\$800 or under \$850	-::	:			::	:	::	:	::	:	::	:	::	:	::	:
TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY	\$750 or under \$800	::	:			::	:	::	:	::	:	::	:	::	:	::	:
ERS (1	\$700 or under \$750	::	:			::	:	::	:	::	:	::	:	::	:	::	:
ТЕАСН	\$650 or under \$700	::	:			::	:	::	:	::	:	::	:	::	:	::	:
	\$600 or under \$650	::	:			::	:	::	:	::	:	::	:	::	:	::	:
RY SC	\$550 or under \$600	::	:			: 1	14	::	:	::	:	::	:	::	:	: 0	101
ELEMENTARY SCHOOL	\$500 or under \$550	: H	H			: 10	,	::	:	::	:	::	:	::	:	::	:
	\$450 or under \$500	. 2	22	<u> </u>	able	: 9	9	::	:	::	:	2 H	26	::	:	: "	0
NUMBER OF	\$400 or under \$450	:9	9	ort on	o btain	. 10	5	::	:	:9	9	:9	9	::	:	н 6	OI
NCM	\$350 or under \$400	::(	:	Parti al rep ort on ly		:9	9	::	:	. i	91	: "	T	34	34	: 4	4
	Under \$350	: =	н	Parti	No data	• :	:	15	15	:9	9	::	:	::	:	: 10	ν.
7	Сіту	515. Danvers, Mass	T	516. Stonington, Conn	517. Merrill, Wis	518. Warren, O F	T	519. Annapolis, Md F	H	520. Rochester, N. H	I	521. Peru, Ind F	H	522. Barre, Vt F	H	523. Fremont, OhioF	T

TABLE IV-Continued

	Average Yearly Salary	\$383	383	 444	444			487	487	396	396		850 430	444	428	428	
Total	Elem. School Teach- ers	.: 01	0I	.88	28			. 23	23	. 43	43		28	29	32 :	32	
	\$1,600 or Over	::	:	: :	:			::	:	::	:		::	:	: :.	:	
OF	\$1,500 or under \$1,600	; :	:	::	:			::	:	::	:		::	:	::	1:	
	\$1,400 or under \$1,500	::	:	::	:			: :	:	::	:		::	:	::	:	
RECEIVING A YEARLY SALARY	\$1,300 or under \$1,400	::	:	::	1			: :	:	::	:		• :	:	::	:	
EARL	\$1,200 or under \$1,300	::	:	: :	:			: :	:	::	1:		::	:	: :	:	
IG A J	\$1,100 or under \$1,200	::	:	::	:			::	:	::	:		::	:	::	:	
CEIVIN	\$1,000 or under \$1,100	::	:	::	:			- : :	:	::	:		::	1	::	:	
.s) RI	\$950 or under \$1,000	::	:	: :	:			::	:	::	:		: :	:	::	:	
NCIPAL	\$900 or under \$950	::	:	::	:			::	:	::	:	-	::	:	::	:	
IG PRI	\$850 or under \$900	::	:	: "	H			::	:	::	:		н;	-	::	:	
CLUDIN	\$800 or under \$850	::	:	::	:			::	:	::	:		::	:	::	:	
(NOT INCLUDING PRINCIPALS)	\$750 or under \$800	::	:	::	:			::	:	::	:		::	:	::	:	
ERS (N	\$700 or under \$750	::	:	::	:			; :	:	::	:		; h	-	::	:	
SCHOOL TEACHERS	\$650 or under \$700	::	:	::	:			::	:	::	:		::	:	::	:	
100L ]	\$600 or under \$650	: =	I	: 4	4			. ::	:	::	:		::	:	::	:	
RY SCI	\$550 or under \$600	: H	H	::	:			: ٢	7	::	:		: 01	8	::	:	
AENTA	\$500 or under t	::	:	: 4	4			:9	9	::	:		. 4	4	::	:	
NUMBER OF ELEMENTARY	\$450 or under u	: 4	4	::	:	ple	δ.	: 10	70	: "	8	able	::	:	::	:	
BER OF	\$400 or under	: 8	8	: 6	6	o btain able	rt on ly	::	:	32:	32	o btain a		17	32	32	
NUM	\$350 or under	. 3	6	: 0	OI		l rep ort	: 10	52	: 4	4	ata o k	: 4	4	::	:	
	Under 1350		7	::	:	No d ata	Parti al	::	:	: 4	4	No d ₃	::	:	::	:	
	Спту	524. Watertown, Wis	T	525. Plattsburg, N. YM	I	526. Pekin, Ill	527. Kewanee, Ill	528. Astoria, OreF	T	529. Torrington, ConnM	H	530. Palestine, Tex	531. Ware, Mass	E	532. Titusville, Pa M	Т	

TABLE IV-Continued

		NUN	MBER C	F ELE	MENTA	RV SC	100F	EACHE	RS (N	or Inc	LUDING	3 PRIN	CIPALS	) REC	CEIVING	S A Y	EARLY	NUMBER OF ELEMENTARY SCHOOL TEACHERS (NOT INCLUDING PRINCIPALS) RECEIVING A YEARLY SALARY OF	V OF	1	ToT	-	
CITY	Under \$350	\$350 or under \$400	\$400 or under \$450	\$450 or under \$500	\$500 or under \$550	\$550 or under \$600	\$600 for under u	\$650 or under u	\$700 or under u	\$750 or or under u	\$800 or under u	\$850 or under u	\$900 \$ or under un	\$950 Si under un \$1,000 Si	\$1,000 \$ or under u	\$1,100 \$ or under u	\$1,200 \$1,300 or or under under \$1,300 \$1,400	1,300 \$1 or nder un 1,400 \$1	\$1,400 \$1,500 or or under under \$1,500 \$1,600		\$1,600 School or Teach- over ers	- 196 "	Average Yearly Salary
533. Cambridge, OF	9.	 14	.:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	-::	-::	32:	\$366
T	9	14	12	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	:	32	366
534. Bowling Green, KyM	::	::	62	0.0	:н	::	::	::	::	::	::	::	• : :	::	::	::	::	::	::	-::	::	491	438 444
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535. Emporia, Kans F	::	::	::	31	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	31	465
T	:	:	:	31	:	:	:	:	:	:	:	:	:	:	:	:	:	   :	<u> </u>   :	   :		31	465
536. Laramie, Wyo	No d ata		o btain able	able																			
537. Rockland, Me F	: 10	: 4	: 2	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	31	363
(F	5	14	14	:	:	:	:	:	:	:	:	:	:	:	:	:	:	<u> </u>   :	<u> </u>   :	<u> </u>   :	<u> </u>   :	31	363
538. Columbus, Ind F	::	::	(a):	<u>@</u> @	<u>@</u> @	<u>@@</u>	<u>(a)</u>	(a)	(a)	::	::	::	::	::	::	::	::	::	-::	::	-::	32 8	583 485
EI.	:	:	(a)	(a)	(g)	(g)	(a)	(g)	(a)	:	:	:	:	:	:	:	:	   :	<u> </u>   :	:	   :	8	505
539. Chippewa Falls, WisM	::	: H	13	12	α:	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	293	510 436
H	:	I	13	91	8		:	:	   :	:	:	:	:	:	:	:	<u> </u>	   :	:	:	:	32	443
540. Tyler, TexF	: 0	: H	: 8	: 11	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	::	24:	390
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S constant Lateral and A	- 45.55				_	_		-	-		-	-	-	-	-	-	-	-	-	-	-	-	

a Not reported, averages for each grade only are given.

TABLE IV-Continued

	Average Yearly Salary	\$360	360	383 344	349	378	378	385	385	377	377	351	351	736	736	
Total	Elem. School Teach- ers	6	6	42	31	33	33	.82	28	23	23	26	26	34	34	
	\$1,600 or Over	::	:	::	:	::	:	::	:	::	:	::	:	::	:	-
Į	\$1,500 or under \$1,600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
ARY O	\$1,400 or under \$1,500	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
Y SAL	\$1,300 or under \$1,400	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
VEARL	\$1,200 or under \$1,300	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
4G A	\$1,100 or under \$1,200	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
RECEIVING A YEARLY SALARY OF-	\$1,000 or under \$1,100	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
	\$950 or under \$1,000	::	:	::	:	::	:	::	:	::	:	::	:	::		
NCIPAI	\$900 or under \$950	::	:	::	:	::	:	::	:	::	:	::	:	::		
G Pri	\$850 or under	::	:	::	:	::	:	::	:	::	:	: :	:	: :	:	
CLUDIN	\$800 or under \$850	::	:	::	:	::	 	::	:	::	:	::	:	13	13	
TEACHERS (NOT INCLUDING PRINCIPALS)	\$750 or under \$800	::	:	- : :	:	::	:	::	:	::	:	::	:	: н	-	
ERS (N	\$700 or under \$750	::	:	::	:	::	:	::	:	::	:	::	:	: 11	ï	
ГЕАСН	\$650 or under \$700	::	:	; H	H	::	:	::	:	::	:	::	:	: 4	4	
100H	\$600 or under	::	:	::	:	::	:	::	:	::	:	::	:	: 10	5	
RY SC	\$550 or under \$600	::	:	::	:	::	:	::	:	::	:	::	:	::	:	
ELEMENTARY SCHOOL	\$500 or under \$550	::	:	::	:	: н	н	: 01	8	: H	ī	::	:	::	:	
ELE	\$450 or under \$500	::	:	۳:	H	. 20	5	: H	H	: H	H	::	:	::	:	
NUMBER OF	\$400 or under \$450	::	:	::	:	. 8	3	: 4	4	: "	3	: 4	4	::	:	
Now	\$350 or or under \$400	6	٥	103	13	: OI	OI	. 5 1	21	13	13	14	14	::	:	
	Under \$350	::	:	.:	, P	14	14	::	:	: 10	ιΩ	:∞	8	::	:	
	City	541. Huntsville, Ala F	H	542. Wellston, OR	T	543. Warren, Pa F	T	544. Laconia, N. H	H	545. Danville, Pa M	T	546. Moberly, Mo W	T	547. Cripple Creek, ColoM	T	

## DISCUSSION

CHARLES H. VERRILL, STATISTICIAN, BUREAU OF LABOR, WASHINGTON, D. C.

In the declaration of principles adopted by this Association at its Boston meeting in 1903 appeared the statement that

teaching in the public schools will not be a suitably attractive and permanent career, nor will it command as much of the ability of the country as it should, until the teachers are properly compensated and are assured of an undisturbed tenure during efficiency and good behavior. A large part of the teacher's reward must always be the pleasure in the character and quality of the work done; but the money compensation of the teacher should be sufficient to maintain an appropriate standard of living. Legislative measures to give support to these principles deserve the approval of the press and the people.

Along with this extremely moderate statement of the teachers' economic platform, expressing so clearly and simply the just and moderate demands of the teachers—"a compensation sufficient to maintain an appropriate standard of living with an assurance of an undisturbed tenure during efficiency and good behavior"—went the appointment of the committee whose final report comes before you this morning for consideration.

In a consideration of the subject of the salaries, tenure, and pensions of teachers in the public schools, a study of the salary question must take precedence of all others. It matters little to the teacher that she may hold her position as long as she pleases, if the remuneration is below a fair living salary. Nor does the contemplation of a small pension after twenty-five or thirty years of work seem very alluring, if those years of faithful service are to receive only perhaps two-thirds of their fairly earned compensation, even if a pension could be hoped for from public authorities unable or unwilling to increase salaries to a just and equitable standard.

I shall, therefore, not take the time here to discuss that portion of the report relating to pensions, but shall confine myself to the subject of salaries, with a brief summary of the facts in regard to tenure and duration of service.

For the purposes of the report of the committee, the investigation of salaries was taken up in three distinct fields: first, in the cities and towns of 8,000 population or over; second, in the cities and towns of less than 8,000 population; and, third, in the ungraded rural schools. The places of 8,000 population or over, 547 in number in 1900, included one-third of the entire population of the country. The relative importance of the ungraded rural schools and the schools in cities and towns of less than 8,000 population cannot be accurately stated, but it is probable that the population dependent upon the ungraded rural schools is considerably larger than that having access to the schools of the small cities and towns, that is to say, considerably more than one-third of the entire population of the country.

For the cities and towns of 8,000 population or over complete salary statistics were sought for all places. For the towns of less than 8,000 inhabitants no attempt was made to cover more than three typical towns in each state, one requiring a minimum expenditure for cost of living, one a medium expenditure, and one a maximum expenditure. With regard to salaries in ungraded rural schools, the aim was to secure data from twenty-four schools in each state, eight to represent the lowest, eight the medium, and eight the maximum yearly salaries paid to teachers in rural schools.

As the school systems of the cities and towns of 8,000 population or over are so much better centralized and organized, it was much easier to secure the facts desired. So it is that the committee is able to present in its report detailed information in regard to salaries covering 90 per cent. of these places, only 55 out of the entire 547 having failed to reply to the repeated inquiries of the committee. For the smaller towns and the rural schools data could be secured from only about half the states. These states, however, represent all sections of the country. Altho information in regard to the smaller places is of the utmost importance, the subject of salaries in cities and towns of 8,000 population

or over will of course be of greater interest to the members of this Association, as it touches nearly everyone personally.

The 467 cities and towns of 8,000 population or over furnishing reports employed in round numbers 93,000 teachers and supervising officers. Of this number, over 70,000, or 75.6 per cent., were teachers (not including principals) in elementary schools, and all except 1,500 of these were women. In other words, the women teachers in elementary schools—in the grades—constituted 74 per cent. of the entire number of persons employed either as teachers or in supervisory positions in connection with the schools of these 467 cities. High-school teachers (not including principals) make up a little over 8,000, or 8.6 per cent. of the whole number, and principals of elementary schools about 6,200, or 6.7 per cent. Of the principals and teachers in both high and elementary schools (but not including superintendents and teachers of special branches) the men constituted only 8.6 per cent.

For all the women teachers in elementary schools (nearly 69,000) the average annual salary was \$650, while that of the 1,500 men was \$1,161. For the women principals in elementary schools the average salary was \$970, and that for men principals \$1,542.

In high schools the average salary for women teachers was \$903, and for men \$1,303. For women principals the salary was \$1,232, while for men principals it was \$1,908.

The four cities of New York, Chicago, Philadelphia, and Boston employ about 27 per cent. of all the teachers employed in the 467 cities, and as the salaries paid are comparatively high, as compared with the cities as a whole, their inclusion exerts a very great influence on the above averages. Thus, if the four cities be excluded, the averages for the remaining 463 cities are, for elementary teachers, \$556 for women and \$653 for men. Of the 1,500 men employed as teachers in elementary schools, 900 were in the four cities named. For elementary principals the average salary was \$826 for women and \$1,247 for men; for high-school teachers, \$817 for women and \$1,106 for men; and for high-school principals, \$1,131 for women and \$1,738 for men. I might say here, as throwing an interesting sidelight on these salaries, that the average duration of service of all teachers in 333 cities for which figures are available was found to be 11½ years. These 333 cities include Boston, but not New York, Chicago, or Philadelphia.

But these averages of all the cities, while perfectly accurate, give but an imperfect idea of the details in which are hidden not only the cities which pay very low average salaries, but also the cities whose averages may look reasonable, but which pay many very low individual salaries.

Thus, to take only the greatest class—the women teachers in elementary schools—while, as we have seen, the average yearly salary for all the cities combined was \$650, in 14 cities the average was less than \$350; in 64 cities it was \$350 or over, but less than \$400; in 110 cities (or 23.3 per cent.) it was \$400 or over, but less than \$450; in 125 cities (or 26.4 per cent.) it was \$450 or over, but less than \$500; in 61 cities it was \$500 or over, but less than \$550; in 38 cities it was \$550 or over, but less than \$600; in 19 cities it was \$600 or over, but less than \$650; and in only 42 cities, or 8.9 per cent., was the average salary as much as \$650. In other words, while the average salary for all cities was \$650, in 431 cities, or 91.9 per cent., it was less than \$650, and in 8.9 per cent. it was \$650 or over.

If, instead of the averages for cities, we consider the salaries paid individual teachers, we find that out of the 69,000 women teachers in elementary schools, 1,877, or 2.7 per cent., received a salary of less than \$350; 3,019, or 4.4 per cent., received \$350 or over, but less than \$400; 5,611, or 8.2 per cent., received \$400 or over, but less than \$450; 6,613, or 9.6 per cent., received \$450 or over, but less than \$500; 7,721, or 11.3 per cent., \$500 or over, but less than \$500; 7,972, or 11.6 per cent., \$600 or over, but less than \$650; 6,135, or 8.9 per cent., \$650 or over, but less than \$700; while only 35.5 per cent. received as much as \$700, and only 7.0 per cent. as much as \$1,000 a year.

An examination of the minimum salaries paid to the women teachers in elementary schools discloses some items of more than common interest. We know the facts for 491 cities and towns in regard to this point. In 64 cities some of the teachers were actually paid salaries of less than \$300 a year; in 116 cities, \$300 or over, but less than \$350; in 125 cities, \$350 or over, but less than \$400; in 89 cities, \$400 or over, but less than \$450; in 38 cities, \$450 or over, but less than \$550; in 26 cities, \$500 or over, but less than \$550; in 51 cities, \$550 or over, but less than \$600; and in 18 cities, \$600 or over.

In 62.1 per cent. of the cities the minimum salary paid was less than \$400, and in only 12.1 per cent. was it as high as \$500. The minimum most frequently reported was \$400 paid in 53 cities, while \$360 was the minimum reported for 47 cities, and \$300 for 44 cities.

It would naturally be supposed that these very low salaries would be found in the smaller cities and towns only. On the contrary, of the 39 cities with a population of 100,000 or over, 21 cities reported teachers in elementary schools in receipt of yearly salaries of \$400 or less. Incredible tho it may seem, three of these cities—and university cities, too—Rochester, Syracuse, and New Haven, reported teachers receiving only \$300 a year—64 teachers in all. In two cities, New Orleans and St. Joseph, the minimum paid was \$315; in one city, Fall River, it was \$320; in one city, Baltimore, it was \$348; in three cities, Detroit, Louisville, and Toledo, it was \$350; in one, Memphis, Tenn., it was \$360; in two cities, Columbus, Ohio, and Omaha, it was \$380; and in eight cities, Pittsburg, Buffalo, Cincinnati, Milwaukee, Indianapolis, Providence, St. Paul, and Scranton, it was \$400.

The report of the committee gives also the salaries for each of the cities, for the cities grouped according to size, and for each state; but the limited time does not permit of the quotation of any more of these figures here. The fixed salary schedules under which teachers are paid are also given in detail for some 240 cities.

It is the ungraded country schools that suffer most from the inadequate salaries offered teachers. In comparison with some of these even the minimum salaries paid in city schools seem princely. I shall speak here (except for a few states) only of typical low salaries, althouthe report of the committee gives medium and high salaries also. What percentage of the teachers in ungraded rural schools these represent it is not possible to say.

Of the three New England states from which reports were obtained, Maine, Massachusetts, and Connecticut, the lowest salary, \$118, was reported for a school year of 18 weeks in a Maine town. In a Connecticut school \$180 was reported for 36 weeks of school. The monthly rate of \$20, it will be noticed, is considerably lower than the monthly rate in the Maine school just mentioned. That this rate of \$20 a month, extraordinarily low tho it seems, is representative of a considerable number of Connecticut schools is shown beyond any doubt by the report of the Connecticut State Board of Education for 1903, where it is stated that "the wages of 79 teachers (8 men and 71 women) were \$20 or less per month, and of 199 teachers (12 men and 187 women) were \$20 to \$25 per month." The lowest salary reported in Massachusetts was \$206 for a school year of 32 weeks.

No separate figures for salaries in ungraded country schools could be obtained from Vermont, but some facts for that state in regard to size of schools and duration of service which are representative of other states as well as Vermont, and explain to some extent the very low salaries, are of unusual interest in this place. Of all the schools in the state, city as well as country, 111, or over 4 per cent., had only 6 pupils or less during the last term of the school year 1904; and 885, or 35 per cent., had 6 pupils or more, but not more than 15. Of the total number of teachers only 25 per cent. had been retained more than one year in the same school, 16 per cent. had been retained three terms or one year, 22 per cent. had been retained two terms, while 37 per cent. had been retained one term only

In other words, 37 per cent. of all the teachers in the schools of Vermont had never before taught in their present positions.

In New York the lowest salary reported was \$160 for a school year of 32 weeks; in New Jersey it was \$225 for 36 weeks; while in Pennsylvania as low as \$140 was paid for a year of 28 weeks. Under the new Pennsylvania law now in force, the pay of teachers must not be less than \$35 a month, and as the minimum year had been previously fixed at 7 months, the minimum salary becomes \$245.

In the great North Central states conditions are no better. In Ohio the average salary for women teachers for an entire county was \$138 for a school year of 23 weeks. In Indiana \$144 was paid for a year of 16 weeks, and in Illinois \$120 for 24 weeks. In Michigan \$175 was paid for a year of 28 weeks; in Minnesota, \$200 for a year of 20 weeks. Iowa reported \$132 for a year of 24 weeks, and Missouri \$100 for a year of 20 weeks. In South Dakota \$120 was paid for a school year of 16 weeks; in Nebraska, \$75 for one of 12 weeks; and in Kansas, \$150 for one of 20 weeks.

Of the states to the South, Maryland had in 1903 one entire county, employing 147 teachers, where the average salary was \$171 for a school year of 6 months. The new school law of Maryland provides that "no white teacher regularly employed in a public school, having an average attendance of 15 pupils or more, shall receive as salary less than \$300 per school year."

In Virginia the average for the state (cities and country) for women teachers was \$166, and for men \$211, for the year of 24 weeks.

In South Carolina, in one county employing 110 white teachers, the average salary was only \$107 for a school year of 16 weeks, while in two counties the average for 185 colored teachers was \$39 for a year of 10 weeks. In Georgia a salary of \$90 was reported for a year of 24 weeks. In a number of the southern states, it should be stated, it is the custom to supplement the public term of school by an additional term maintained out of voluntary subscriptions of the local patrons.

In Texas the average salary of women teachers in rural schools for the entire state (89 per cent. being ungraded schools) in 1901-2 was \$202 for white teachers and \$183 for colored. Many salaries, of course, were paid much below these averages.

Of the Pacific coast states, the lowest salary reported in California was \$360 for a school year of 36 weeks, while Washington reported \$175 for 20 weeks, and Oregon \$90 for a school year of 12 weeks.

With such figures as these before us no extended study of other occupations is needed to show that the salaries of teachers are unreasonably low. And this is true whether the basis of comparison be the preparation required and the work performed, the amount necessary for a comfortable living in the social position the teacher must fill, or the amount paid in other occupations.

Certain difficulties stand in the way of an entirely satisfactory comparison of the salaries of teachers and earnings in other occupations. The teacher is actively engaged in the work of teaching for not more than 40 weeks, and receives a salary from which the expenses of the 52 weeks of the year must be paid. She can hardly find remunerative occupation during the vacation, and, even if it were possible, would return to her school duties in the fall unfitted for the best work. Indeed, the teacher is expected, and in some cases required, to spend her vacation in rest, or at least must not engage in any occupation, altho in many cases she is encouraged to give a part of it to self-improvement in a summer school. In most other occupations, with which comparison might be made, the pay is by the day or week, for an uncertain period, and in many cases the year's work will for one reason or another fall short of full 52 weeks.

The workman at common labor who has steady employment earns more in a year than many of the teachers in elementary schools. Thus, a comparison of the weekly wages of municipal laborers on street and sewer work, and the minimum yearly salaries of teachers in elementary schools, in 47 cities, shows that, except in 4 cities, the laborer

who has work for 50 weeks say earns more than the teacher. In many cases the laborer's pay under such conditions is greatly in excess of that of the teacher.

But this comparison is with the commonest untrained labor, while in scarcely any city of importance can a man or woman obtain a position as teacher at even the minimum salary without some previous experience at a lower salary, or some special preparation. In many instances, too, preliminary to this special preparation, a high-school education is required.

For example, candidates for the place of teacher in the elementary schools of Baltimore, before being permitted to take the required competitive examination,

must have completed the course in one of the Baltimore training schools for teachers, or a course in some other training school whose standard of admission and whose requirements are equivalent to those of the Baltimore training schools; or they must have taught acceptably for two years, and must have passed an examination in the following subjects: English, including grammar, composition, and literature; history and civics, arithmetic, algebra, plane geometry, physics or botany or zoölogy, geography, physiology, and hygiene.

For all this the pay at beginning is \$300 a year, with three yearly advances of \$48 and one of \$60, to a schedule maximum of \$504, and a special grade beyond for a limited number of teachers of \$600. But it must be understood that Baltimore is not unique in this respect. The facts for that city are cited simply as representative.

If we turn to any one of the skilled trades where the period of apprenticeship required is approximately the same as the period of the teacher's preparation (I include high and normal schools, for the average artisan stops short of the high school), we find that even the average salary of the teacher in the elementary schools, reached only after years of experience, is below the pay of the artisan. For example, minimum wage rates of molders in jobbing and machinery foundries in 103 cities in 1904 ranged from \$2.47\frac{1}{2}\$ to \$4 a day according to locality. In the majority of the cities the rates were from \$2.75 to \$3 a day, which, making a liberal allowance for time lost by lack of work, would indicate yearly earnings of from \$700 to \$800.

It can hardly be argued that the teacher in the city schools works fewer hours per day than that required in other occupations. In the present-day city school the time required for the numerous reports called for, the planning and preparation of lessons, the reading and correcting of exercises, the attendance upon teachers' meetings, and for other professional calls, will bring the teachers' average working day fully up to 10 hours.

The committee in its report makes no formal or specific summary of findings. The findings of the committee are in the presentation of this great body of facts in regard to salaries and the related matters. The committee has not considered that its duty went so far as to demand any formulation of conclusions or of recommendations. The conditions are too various for anything adequate short of specific recommendations for each individual city, and that clearly would necessitate study of local conditions quite beyond the power of any committee of this Association.

There are, however, certain general conclusions, of fact I think I may say, to which a study of the report of the committee seems to lead. And these may, perhaps, be added here without presumption.

First, as to salaries in cities. In a majority of the cities the minimum salary—that for regular teachers in their first year—is below a fair living standard, and therefore too low to attract to the profession the best material—the prime essential for a strong teaching force. A most striking confirmation of this statement is in the fact that in 21 out of the 39 cities with a population of 100,000 or over the salary paid teachers in their first year of regular work was from \$300 to \$400.

The increases in salary with work of merit are, as a rule, too small, too slow, and continued for too short a period. As a result, the maximum is reached long before the teacher has attained the limit of her powers, and many of the best of the teachers, therefore, leave the profession.

Security of tenure should be assured, qualified of course by the requirement of high standards of work. This, if properly applied, is quite as much in the interest of the school as in that of the teacher.

Second, as to salaries in the ungraded rural schools. Here also the salaries in very many cases are much below a fair living standard. Chief among the causes of this are too short a school year and too many small schools. The most serious consequence, and fatal to good work, is the change of teacher with each term of school.

Of the work that has already been done toward strengthening the rural schools and improving the condition of the teachers by the enactment of laws fixing the minimum salary that may be paid and the minimum school year, and by the consolidation of small schools and the transportation of pupils, time does not permit me to speak.

ALBERT G. LANE, district superintendent of schools, Chicago, Ill.—The report of the Committee on Salaries, Tenure, and Pensions will be valuable as a means by which school officers may compare the salaries paid in cities and sections of the country where social and financial conditions are practically the same.

The facts presented regarding the tenure of office for teachers indicate stability in the larger cities, and the details of the report show the length of service, and present satisfactory evidence of increased stability of the teacher's position. The statistics with reference to country schools show clearly the need of legislation regarding salaries and tenure of office to secure a radical change in existing conditions. The information furnished regarding pensions shows that but little progress has been made in the adoption of anything like a uniform or satisfactory system of pensioning teachers.

The examination of Table A shows that in 467 cities and towns furnishing full reports 75.6 per cent. of all teachers and supervising officers were elementary teachers; and out of 70,230 elementary teachers only 1,500 were men.

The table on page 52 shows that only 1 per cent. of the teachers are men in the cities of 10,000 to 200,000 population, 2 per cent. in cities over 200,000 to 1,000,000, and in cities of one million or more 4.3 per cent. of the teachers are men.

In the main, there are so few men teaching in elementary grades, and the differences in salaries of men and women in grade positions is so slight, that the average salary named represents the compensation of women and men. In the sixteen cities having a population of 200,000 to 1,000,000 the average salary of the elementary men and women teachers is \$677, the lowest being \$479 in New Orleans, and the highest \$941 in Boston. An examination of the Boston statement shows the average of women teachers to be \$883 per annum-a difference of \$58 between the average salary of men and women and the average salary of women. The salaries of men who occupy the positions of submaster are included, and as they hold special positions not represented in other cities, their salaries should be excluded in making up the average salary for Boston. Cincinnati pays an average of \$33 per annum more to men than to women. There is so slight a difference in the other cities that it may be safe to assume that the conditions in them, and in Boston and Cincinnati, are similar to those in Chicago, where men and women are all paid on the same schedule of salaries, notwithstanding the report gives the average salary of men as \$860 and women \$822. These averages are based on the total amount paid to male teachers divided by their number. The average term of service of men is longer than that of women, hence the difference.

The group of 20 cities having a population of 100,000 to 200,000 shows an average yearly salary for the teachers of \$603.

The fourth group of 40 cities of 50,000 to 100,000 population shows an average yearly salary of \$572.

The average yearly salary in the 467 cities recorded is \$650, and, omitting the teachers of New York, Chicago, Philadelphia, and Boston, the average salary is \$556.

To recapitulate: Average salary in cities 1,000,000 and over, \$906; in cities 200,000

to 1,000,000, \$677; in cities 100,000 to 200,000, \$603; in cities 50,000 to 100,000, \$572; and in the 467 cities, \$650.

Salaries in other occupations.—Earnings in two other occupations are given in the report, viz., municipal street laborers and molders. Street laborers employed in cities have reasonably continuous service, and are generally paid the highest wages for unskilled labor.

The molders represent a class of workmen who require training and apprenticeship in their occupation, and their salaries would probably represent the average paid in all cities for labor that is reasonably continuous and classified as skilled labor. Both occupations employ men only.

Laborers obtain an average of about \$9.66 per week, or about \$500 per year, if employed all the time.

Molders in over 100 cities receive an average of about \$3 per day. If they worked every day in the year, either nine or ten hours a day, they would receive \$939 a year. They are not constantly employed. Statistics from the Labor Bureau show that the average annual earnings of skilled labor is about \$800 per annum.

The average salary of grade teachers, nearly all of whom are unmarried women, in New York, Chicago, Philadelphia, and Boston, is about \$900 per annum.

The report presents a table showing the average cost of living in over 11,000 normal families of workingmen. In the North Central states this is \$657.30 No statement is made of the average number in the family, but the cost of an individual in the same group of states is given at \$155.24 for food, rent, fuel, lighting, clothing, and sundries; hence the average number in the family is four. Their cost of living is \$657.30. The average salary of an elementary teacher in 467 cities is \$650.

Salaries in rural schools.—The salaries paid to teachers in the rural schools present the hard problems of securing stability in the work of teaching. Massachusetts pays from \$7 to \$10 per week for 32 to 34 weeks each year. Connecticut pays from \$5 to \$10 per week, averaging about 38 weeks; New York, from \$5 to \$15 per week for 32 to 40 weeks a year; New Jersey, from \$7 to \$12 per week for 36 to 40 weeks; Pennsylvania, \$5 to \$12 per week; Ohio, from \$6 to \$10 per week; Illinois, from \$5 to \$12 per week. These figures are representative of the compensation of teachers in rural schools everywhere. The lowest salaries named are paid to persons who are employed in remote rural districts which continue their schools the minimum time permitted by the law. Frequent changes occur; many competent persons who might become good teachers seek other occupations. Others soon find employment in schools which continue thruout the year and which pay the best salaries. These rural districts demand some reconstruction policy; there is no continuity in the work; schools continue less than half a year; hence the children are deprived of educational training which they ought to receive.

The movement to consolidate school districts, making larger units for taxation and school membership, will secure economy, better salaries, fewer and better teachers, and longer terms of school with far better opportunities for the children in the matter of classification and instruction. The consolidation of school districts includes the transportation of pupils.

The report on tenure of office of teachers in the large cities shows reasonable permanency. The reports show that the average length of service of both men and women in the same positions was nine years. Service for five years or less included 38.3 per cent. of all teachers; 5 to 9 years, 25.1 per cent.; 10 to 14 years, 15.5 per cent.; 15 to 19 years, 8.8 per cent.; 20 to 29 years, 8.6 per cent.; 30 years and upward, 3.7 per cent.

The table on page 161 gives the percentage of teachers in 29 cities of 100,000 population or over who have taught in their present locations a specified number of years, and it also shows average years of service in their present locations, as well as average years of service regardless of where performed. Boston shows 12.7 years of service in the city out of an average of 15.3 years of teaching; Cincinnati, 10.6 years out of 16.8; Jersey City, 12.2 out of 12.7; Louisville, Ky., 13 out of 14; Minneapolis, 7.6 out of 12.3; Denver, 7.5 out of 13.1.

The average years of service in the same location in the cities named was over 10 years for 42 per cent. of all teachers, and two-thirds of all taught 5 years or more in their present locations. It happens that the average total experience is only two years longer than that in present locations. It is well known that many teachers begin their work in rural schools, and as soon as possible obtain positions in city or village schools, where they remain. It is evident that in the large cities the tenure of teachers is quite secure, practically continuous during efficiency, adaptation, and good behavior.

Andrew S. Draper, commissioner of education, of New York, said that he would regret any disposition to combine in order to *jorce* an advance of teachers' salaries. The people were quite disposed to be just to teachers, more so than they would be if the teachers attempted compulsory tactics. The effort of the Council should be to raise the level of qualifications in the teaching force and the effort of every teacher should be toward self-improvement. Incapacity should be prevented from competing with capacity. At a time when all salaries are advancing it is but just that the National Council of Education should call attention to the fact that the general level of teachers' salaries is lower than it ought to be; but labor-union methods for advancing teachers' salaries are not to be thought of. There must be no leveling down for the sake of helping the weaker teachers. The conditions must be so set that the stronger and more ambitious ones would be encouraged to do their best. There is no serious trouble about adequate salaries for the best teachers, and no artifices would in the long run be of much help to the poorer ones.

Dr. Draper questioned the advisability of state laws fixing a minimum salary for teachers, because they clearly developed some popular disposition to think that the sum named was sufficient compensation for all teachers doing the same general work. It might not be so when such legislation applied to a single city, and particularly to a large city, but its application to an entire state was of very doubtful expediency.

Dr. Draper said that he had no settled opinions about teachers' pensions. He would be glad to have every good teacher get all the salary possible. It would be well if every decent man or woman could earn enough and be provident enough to protect against want in old age. No matter how much some earned, they would never save anything. Such people were always looking for devices, for some help from other people, to save them from the inevitable consequences of their own incapacity or their own improvidence. It is true that there are many deserving teachers who get so little pay that they cannot save anything for the time when they are unable to work. There is the rub. What, if anything, ought to be done about it he did not know. Sometimes when you meet one difficulty, you provoke more and worse difficulties. It is doubtful if wages ought to be taxed in order to make pension funds, unless every teacher who contributes enters into the arrangement voluntarily. Mutual benefit associations, upon a voluntary basis, are always proper enough, altho the inexperienced know little of the difficulties of administering them. Extravagancies and losses seem to encompass nearly all of such undertakings; but when organized and operated upon a sound basis, such organizations are to be commended. But the levying of taxes for pensions for persons in the public service is a different matter. There is a very general, and probably growing, repugnance to pensions in this country, except for specially necessary and specially hazardous service, such as in the army or navy, or in the police or fire departments. If this sentiment could extend to the inclusion of the teachers, and possibly it may, it might be well. In that event there would likely be some indirect consequences not widely anticipated. There would be more care about certifying teachers, the average of attainments would be higher, the tenure of position would doubtless be more certain, and the service longer in one place and therefore better. He frankly reiterated that he had no settled or very decided opinions about the teachers' pension question.

But all that concerns teachers' compensation should be treated with moderation and dignity, without resort to clap-trap, and with confidence in the sense of justice, and the interested and generous disposition, of the people.







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